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ASSOCIATION

HISTORY... 1901-09.

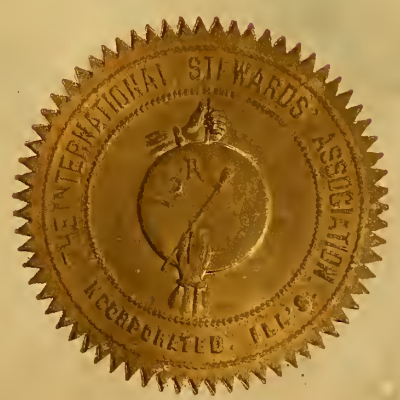


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HISTORY OF THE FROM 1901 TO DATE



GREETINGS
INDIANAPOLIS, IND.
AUG. 17, 18, 19, 1909

International Stewards Ass'n

INCORP. STATE OF ILLINOIS, U. S. A.

Ninth Annual Convention INDIANAPOLIS, IND.

August 17, 18, 19, 1909

8th ANNUAL CONVENTION

1908—New York

Terrace Garden,
August 8, 9, 10

7th ANNUAL CONVENTION

1907—Chicago

Auditorium Hotel,
August 20, 21, 22

6th ANNUAL CONVENTION

1906—Niagara Falls

Natural Food Co.,
August 27-30

5th ANNUAL CONVENTION

1905—Atlantic City

Hotel Rudolph,
September 12-14

4th ANNUAL CONVENTION

1904—St. Louis

American Hotel,
World's Fair Grounds,
October 17-19

3rd ANNUAL CONVENTION

1903—Indianapolis

Hotel Dennison,
September 10-12

2nd ANNUAL CONVENTION

1902—Detroit

Russell House,
September 16-18

1st ANNUAL CONVENTION

1901—Buffalo

Statlers Hotel,
Pan-Am. Expo. Grounds,
September 30

10th ANNUAL CONVENTION

1910—Pittsburgh

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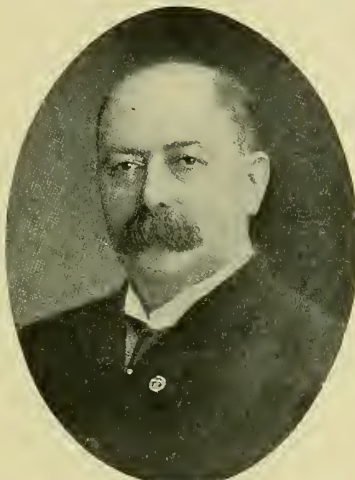
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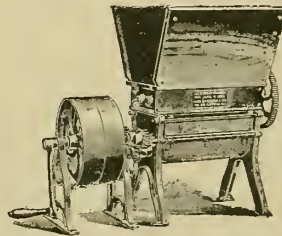
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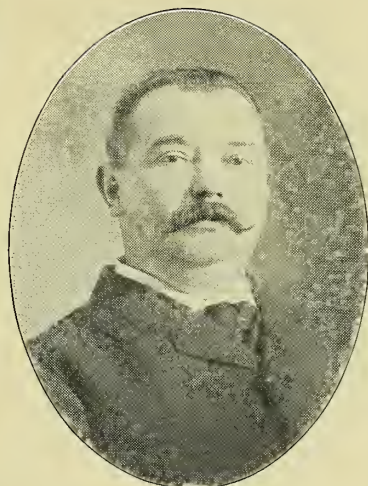
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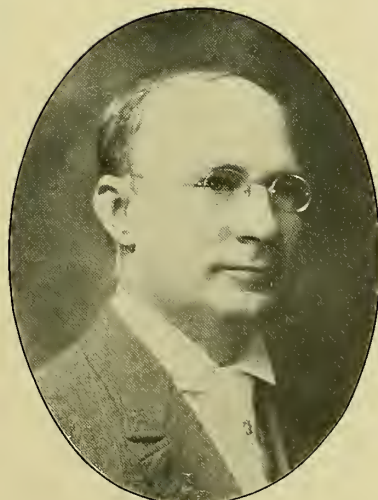
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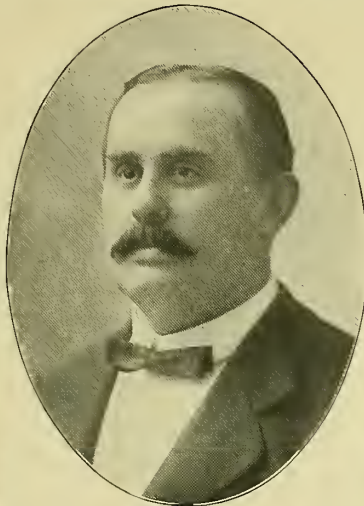
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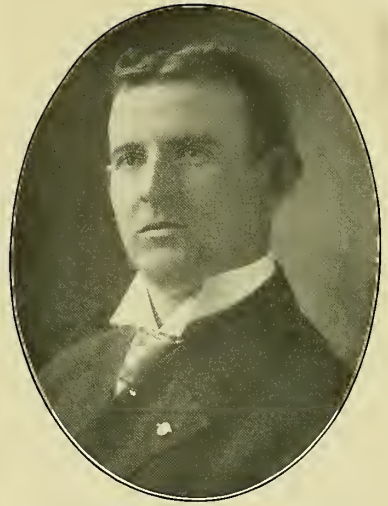
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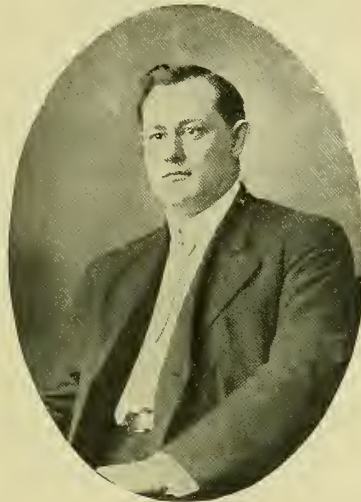
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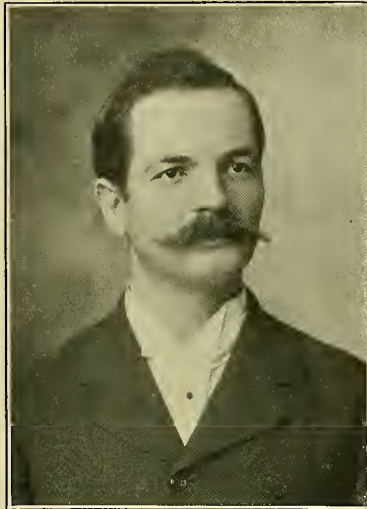
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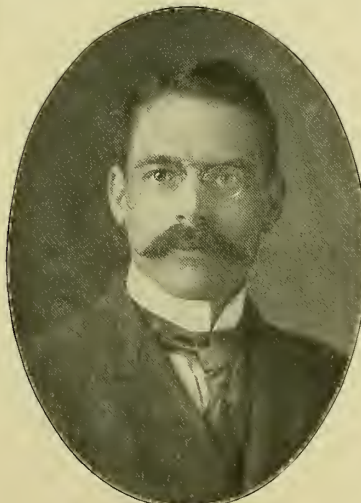
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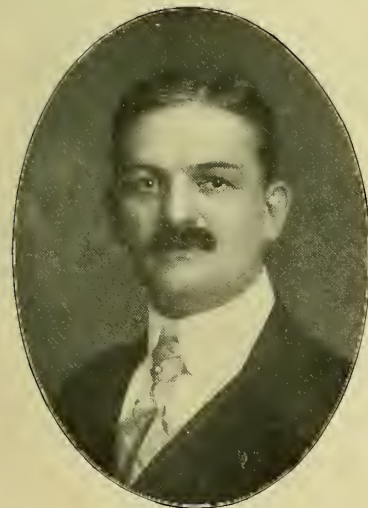
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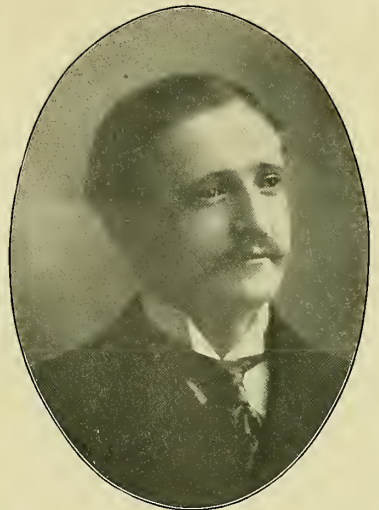
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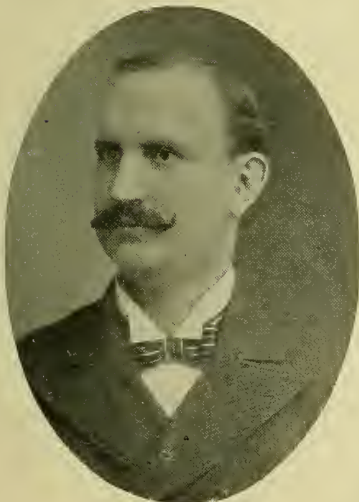
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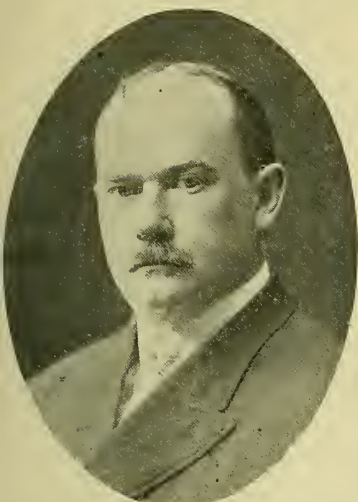
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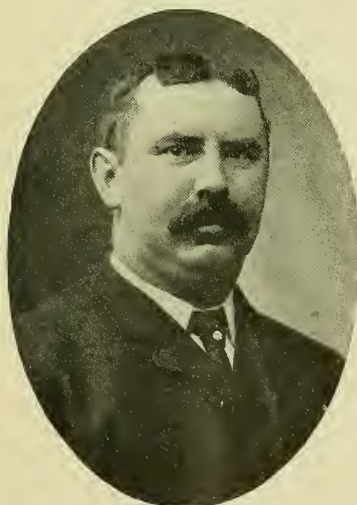
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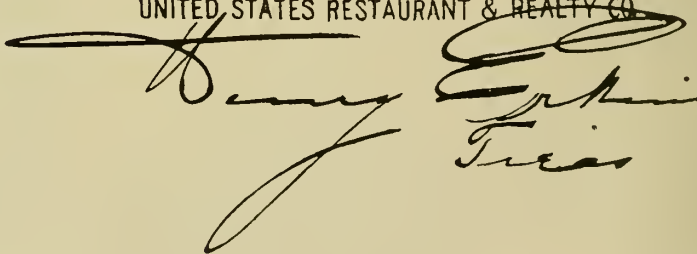
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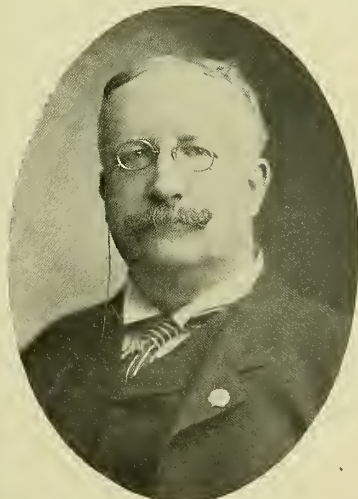
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Report of Annual Trustee Meeting.

Held at Terrace Garden Committee Room, September 8, 9:30 a. m., 1908.

The following were present:

National President Mr. W. H. Morris.

National Vice-President Mr. Fr. F. Falisse.

National Secretary Mr. Jacob Miller.

National Trustee Mr. Martin Frankfurter.

National Trustee Mr. J. E. Klein.

Past Chairman of Board Mr. Albert Menjou.

Legal Adviser Mr. A. C. Hoffman.

President Pittsburg Branch, L. F. Klooz, appointed by National President Morris to represent National Trustee Murphy; A. Ratz, St. Louis, Mo., to represent National Trustee Horn; A. F. Hassfeld to represent National Trustee John A. Hill; Mr. Menjou to represent John Kuntz.

President Morris requested Vice-Chairman of Board, Mr. Martin Frankfurter, to preside. Mr. Hassfeld to act as Secretary of the Board. Meeting called to order. Minutes of previous meeting read and approved, also the past year's work of the National Trustees approved.

On motion of Mr. Morris, seconded by Mr. Klein, Treasurer's report approved as read.

On motion of National Secretary Miller, by request of National Trustee Frankfurter, Mr. L. N. Schmidt and Mr. C. L. Schweitzer were reinstated from delinquency, and declared in good standing.

Clerk salary, \$10.00 drawn in advance, reported returned to treasurer, on account of unfinished work; accepted with thanks. September accounts from clos-

ing of books to convention time, were given to Mr. Menjou and Mr. Ratz to audit and were found correct.

New members were balloted for, and elected as per report on other page. Many matters of interest and of welfare of the I. S. A. were discussed.

On motion of Mr. Koppel, seconded by Mr. Ratz and Mr. Klein and unanimously carried—it was declared, that no State or Local branch of the I. S. A., nor any individual member of the I. S. A. shall solicit advertising for any purpose whatsoever; excepting for the Official Annual Souvenir History Book, without the unanimous consent of the National Board of Trustees in future. Anyone doing so as an individual or for an I. S. A. branch shall forfeit membership and said branch their charter. National President Morris recommended that no more than 25 per cent of the advertising secured for the National History Book shall be paid to branches, stating 40 per cent, as allowed to locals and state branches being too high, in addition to amount usually voted to convention cities, for a convention finance fund.

On motion of National Vice-President Falisse a rising vote of thanks was given to National Secretary Miller, for his good work at the Hotelmen's Convention at Saratoga, N. Y., for the good of the I. S. A. Secretary Miller explained results of his mission. Motion to adjourn to open Eighth Annual Convention Carried.

A. F. HASSFELD, Actg. Sectry.

Eighth Annual Convention of the International Stewards' Association.

Held at Terrace Garden, New York, September 8, 9 and 10, 1908.

FIRST SESSION.

Tuesday, Sept. 8, 1908.

The Eighth Annual Convention of the International Stewards' Association was called to order by the National President, William H. Morris, at 11 o'clock a. m., September 8, 1908, at Terrace Garden, New York.

PRESIDENT MORRIS: Mr. Falisse, our National Vice-President, will address you for a few moments before we get down to the usual routine of business.

MR. F. F. FALISSE, Vice-President: Mr. President, ladies and gentlemen, I extend to the International Stewards' Association a hearty welcome to the City of New York. For a few moments I thought I would be deprived of this honor. Hon. Patrick McGowan, Acting Mayor of Greater New York, was here a few moments ago, but he was unable to remain to extend the welcome of the City of New York to you; he asked me to act his interpolator and to say to you that the City of New York is glad to welcome each and every one of you.

We members of the New York branch are also pleased to welcome you. However, you know what business is, especially in New York, and it is very hard to get away in the morning. In fact, I will have to leave you in a few minutes, but this afternoon you will see the greatest coming together of New York members that you ever saw.

I extend to you gentlemen, members of the I. S. A., the greeting of the New York Stewards' Association.

(The invitation of the New York Stewards' Association was then read by Mr. Falisse, extending the courtesies of their club rooms to all attending the I. S. A. Convention.)

You will please see the Secretary of the New York City branch, Mr. Charles Melder. He will give you each an envelope. This envelope contains a ticket for the banquet on Thursday evening, and a ticket for the reception and grand ball, and some tickets for Coney Island today.

We will leave the foot of West Twenty-second street at five o'clock sharp, and take the Iron Steamboat going direct to Dreamland, Coney Island. It is a go-as-you-please excursion, and at nine o'clock we will all come together at the biggest place down there, Feltman's, and we will have a little Dutch entertainment, Coney Island style. You will find three tickets: One good for any car coming from Coney Island to New York; the blue one good for the subway coming down from Atlantic Avenue and going under the river and landing you at any point you choose here in New York. The yellow ones are good for the car coming from Coney Island. To get to the steamboat you take any car going down town and transfer at Twenty-third street, and take the Twenty-third street car going west, and that will land you in front of the pier.

If there is any further information you desire, Mr. Melder will be glad to furnish it to you. Be there at five o'clock sharp. If you are not there at five o'clock sharp you will have to stay in New York.

THE PRESIDENT: I appoint Mr. Milo E. Westbrooke as Sergeant-at-Arms during the present convention.

I also appoint Mr. A. S. Bevins as Acting Assistant Secretary to assist Mr. Miller.

(President Morris then read his annual address.)



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PRESIDENT MORRIS: We are now ready for the reading of the previous minutes. I will be glad to entertain a motion from a member that the reading of the minutes be dispensed with.

A. BEIERSDORF: I move that the reading of the previous minutes be dispensed with.

MAX KOPPEL: I second the motion.

(The motion was put and unanimously carried.)

SECRETARY'S REPORT.

THE PRESIDENT: We will now hear from our National Secretary, Mr. Jacob Miller.

To the Officers and Members of the International Stewards' Association in Convention assembled in New York City, September 8th, 9th and 10th, 1908.

Gentlemen:—Since the birth of our Association 754 membership cards have been issued to active members, 114 to honorary members. We have lost by death 9 active members and 3 honorary members. Expelled from our ranks as being unworthy: 1 active member and 2 honorary members. Four hundred and forty-eight (448) active members have signified their loyalty to the mother body up to the time of the closing of our books by the payment of their dues to January 1, 1909. We have lost by resignations, 22; dropped for non-payment of dues, 124 members. Many of the delinquents now on the books have expressed, by correspondence to the National Secretary's office, their intentions of paying up.

In closing my fourth year's service as your secretary, I thank you for the honor repeatedly conferred upon me, and sincerely hope that you will be kind enough to relieve me from further official service.

Assuring you that I shall be at all times ready to assist my successor in any possible way, and assuring you of my loyalty to your new standard bearers to be elected by this convention, I lay down the burden of office with the feeling that I have done my best and with a personal friendly feeling towards all officers and members. The following named have been granted membership during the past year. Treasurer's report is also herewith attached.

I remain, in the cause of the I. S. A.,

Yours very truly,

JACOB MILLER.
Secretary.

(Prolonged applause upon the completion of Mr. Miller's report.)

PRESIDENT MORRIS: I think you gentlemen realize the work that has been done in the year gone by when you hear the names Secretary Miller has just read. The north, south, east and west are coming into the ranks.

TREASURER'S REPORT.

Mr. Bevens will read the National Treasurer's report. Mr. Gilbert Cowan, our National Treasurer, is unavoidably detained in Chicago owing to his wife's illness.

(Mr. Bevens then read the report of Mr. Gilbert Cowan, National Treasurer.)

Chicago, September, 1908.

To the Officers and Members of the International Stewards' Association, New York, N. Y.

Greetings:
I hereby attach report of receipts and expenditures for the past year as Treasurer of your Association. Books closed for the year, August 19, 1908, and all moneys received and payable between said date and convention time will appear as usual in monthly September Bulletin in detail. Thanking you for past honors, I am,

Yours fraternally,

GILBERT COWAN.
Treasurer.

THE PRESIDENT: Gentlemen, you have heard from your National President, your National Secretary and your National Treasurer, in reports.

A motion is in order regarding the acceptance of these reports.

M. KOPPEL: I move that the reports be accepted.

L. FRED KLOOZ: I second the motion.

The motion was put and carried unanimously.

Mr. Miller will now read the report of the Chairman of the Board of Trustees.

The Secretary then read the report of the Board of Trustees as follows:

REPORT OF CHAIRMAN OF BOARD OF TRUSTEES.

To the Officers and Members of the International Stewards' Association, in Convention Assembled in New

York City, September 8th, 9th and 10th, 1908.

Greetings:

It is with deepest regret that I am forced, on account of business matters, to forego the pleasure of being with you and delivering in person my report on behalf of the National Board of Trustees. However, I am with you in spirit. The Board of Trustees elected last year at Chicago have held twelve monthly meetings during the past year, with a quorum present at each meeting, routine business having been transacted only, records of which appeared in our monthly Bulletin. In order to keep expenses at a minimum, no calls to members of the board residing outside of Chicago were issued, as only routine business came before our body, as stated previously. However, if business of more important nature should have come before the Board we would have called a meeting of the entire Board. With two exceptions, the meetings were held at regularly set dates, the third Thursday of each month. The receipts for the year have been \$3,129.00, plus balance on hand, 1907, \$1,161.04, making a total of \$4,290.04, less paid out up to closing of the books, \$2,720.93, leaving a cash balance on hand of \$1,569.11—a gain of \$408.07 for the year, which is a difference of 50 cents more than the report of August Bulletin shows, on account of an error of 50 cents discovered by the Finance Committee in the Secretary's books and since reported to your National President. There has been paid to the different branches \$367.00 for per capita tax; also \$282.50 for one-half entrance fees paid to Branches.

Your chairman recommends the passage of an amendment to the Constitution and By-Laws abolishing State Branches, believing the welfare of the I. S. A. can best be protected by having local branches only in different cities of the United States and Canada. It should be a very easy matter for any candidate in any State or territory to attach himself to the nearest branch, if desired. There is no question that the growing of the Association will materially advance by having local branches only. Besides, it will do away with a great deal of unnecessary clerical work without results obtained up to now by having State branches.

The continuation of our monthly Bulletin with its present policy to accept no advertising, and the continuation in service of the able editor who has made our little official organ much sought after and looked for month by month, is heartily recommended. The Board also recommends in a general way that the official annual History Book should be the only means through which advertising may be accepted on behalf of the I. S. A. This beautiful book has assisted us materially in the past in holding conventions and has lightened the burden of the Finance Committees. It is also a valuable guide to the new members joining from year to year by being enabled to read the accounts of our previous years' doings.

With the interest awakened throughout the country of late in the I. S. A. and its doings, no doubt your Training School project will be further advanced during the convention. Your Committee on Revision of By-Laws also have given their work close attention, and it is apparent that better results will follow after the adoption of their report to you, with the exception of leaving the present amount of per capita tax due branches \$1.00 per year.



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An official visit by some of the National Officers to your branches during the year should prove beneficial to the Association.

Altogether the Association may be congratulated on the general results achieved during the past year, having accepted 178 new members. One of our newer branches—I refer to Pittsburg—is herein especially commended for the good work done and results obtained. As I am working on this report I learn of the good news that the members in our profession in Boston, Mass., are about to form a branch of the I. S. A., and it will no doubt be your pleasure to grant them a charter during the session of the eighth annual convention.

As the Association marches steadily onward to carry out our aims and objects the undesirable member in the different sections will make himself scarce by falling to the rear. It is not a question of how large the membership, but of what material it is composed. The progressive caterer of today, whether he be proprietor, manager or steward, should not hesitate to join your ranks, and with the selection of men of honor, principle and loyalty in their make-up for your standard bearers for the ensuing year there is no doubt that the I. S. A. will continue its onward march and eventually secure the recognition it so deservedly merits from the employers of the country, of which I count myself one, and hereby cheerfully pledge you my support in your undertaking, aims and objects. The adoption of a universal card system for good employes who travel throughout the land in search of work is a desirable feature. The bad, or no good, employe will have no card to show to members of the I. S. A. by these means. Club rooms in cities where you have branches, or office headquarters, should be maintained, where the visiting member may call and also receive mail, etc. This would prove of material benefit to the I. S. A. at large. A Board of Trustees consider it advisable at this time for your Committee on Training School question to come in touch in the future with officers of the different State hotel associations and the National Hotel Men's Association in trying to solve this very important problem.

Thanking you for your attention, and wishing the I. S. A. the future success it deserves, I remain,

Yours very truly,

JOHN KUNTZ.

(The reading of the report was followed by prolonged applause.)

THE PRESIDENT: Gentlemen, you have heard the report of the Board of Trustees. The Chairman was unavoidably detained from attendance. What is your pleasure?

AUGUST RATZ: I move that the report be accepted.

BEIERSDORF: I second the motion.

The motion was put and carried.

PRESIDENT MORRIS: There are quite a number of our Trustees who could not attend this convention. It is my duty to appoint proxies to act as the Board of Trustees during the convention and until the installation of the new officers. I will appoint Albert Menjou to act for John Kuntz; A. F. Hassfeld to act for John A. Hill; August Ratz to act for Richard Horn, Jr.; L. Fred Klooz of Pittsburg to act for F. S. Murphy of the Great Northern Hotel, Chicago; Mr. Martin Frankfurter and Mr. Joseph F. Klein are present.

In a few minutes we will adjourn for lunch, and the next session will be at 2:00 o'clock sharp. Everybody please be present.

As I understand it, Mr. Melder has the badges and the tickets. Before you go away see that you have the transportation to go on this trip that has been planned for us.

Anyone who has not registered, please do so now.

We will now adjourn until 2:00 o'clock.

(At 12:00 o'clock noon an adjournment was taken until 2:00 p. m.)

The first business before the convention this afternoon will be the report from the Educational Committee.

Mr. Milo E. Westbrooke read his report.

(The reading of the report was greeted with prolonged applause.)

THE PRESIDENT: I want to thank Mr. Westbrooke for his very efficient report. He shows us that there are some new things for the steward to think about.

The National Secretary, Mr. Miller, will now read a report from the Honorary Chairman for Life of our Educational Committee, Past President Louis A. Fisher.

(Secretary Miller then read the report of Mr. Fisher, the reading of which was greeted with prolonged applause.)

A VOICE FROM THE CUYAHOGA.

This, it seems to me, is an appropriate time and place to lay claim to the noble and most ancient extraction to lay claim in this world of titles and 'scutcheons. I stand here to proclaim our direct lineal descent from Father Adam himself and I defy any of the newly rich, still in search of a coat-of-arms, to prove the contrary.

You know—we all know—that when Father Adam awoke that fateful morning, after being told to get out of the carriage he had to hustle for his first meal. And every mother's son of them has had to do the same thing since, until we came along and did the hustling for them.

Now, if we understand ourselves, our aims and objects, and the purposes that bring and hold us together, we must be a unit in a desire to know everything about our business that can be known. It is up to us to be well-informed on foods and their values, singly and in combination. One needn't be able to point to a diploma on the wall to be in a position to know all about foods and food products. The subject is one much closer to us than any other subject, whether politics or crusades.

Ours has been the battle for pure food—ours the victory. Not in vain can we point to the device on our banner—"I Shall Accomplish!"

We need not take that awe-inspiring body, the Board of Chemistry, as seriously as it takes itself. It serves some good purpose, doubtless, to be discovered in good time. If we are not afflicted with it, we might grow proud and careless of our interests. We need these occasional irritants, if only to make use of a counter-irritant.

And we really ought not to be angry with Uncle James, victim that he is of a form of hypnosis under the spell of which the food mixers and offalists (kindly observe the new term) have made him believe that alcohol by any other name won't make a man drunk and that toasted bread crumbs stimulate brain growth, eradicate corns and relieve rheumatism, provided the claim is so stated on the label. Time, a brief space of time, will cure Uncle James' troubles by his retirement to the home farm, there to listen to the soft sighing of the zephyrs as they swish through the alfalfa.

There's nothing for us to do but to sit tight. We know we are right—the impure food sharks know it, and they know that we know it. Entrenched as we are, we need but guard the gates to keep them out forever.

THE PRESIDENT: Before closing with the reports from our Educational Committee, it gives me pleasure to call upon our legal adviser, Mr. Arthur C. Hoffman, to say a few words to us, as he is a member of that Educational Committee and the legal adviser.

MR. ARTHUR HOFFMAN: Mr. President and Members of the Association: Unfortunately I cannot take any credit for any of the educational matter that has been given to you. If any credit is due it is due to the Honorable Chairman of that committee.

It has appeared to me that members of this Association have not seemed to readily understand the relations between themselves as members of this Association and myself as attorney. The relations are the same as a client and attorney. They have not



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seemed free to come to me, and evidently do not clearly understand that there is no expense connected with any inquiry. I will gladly answer any questions raised by them, and it will give me pleasure to do so, and it will be entirely without cost to them.

No doubt you know the By-Laws and Constitution as well as I do.

I have received a few communications from members of this Association, but they are not of such a scrappy kind that there is any necessity for my mentioning them here.

Mr. President and fellow members, if there is anything that you think you want to know, on any subject at all, I want you to feel that I am at your command to answer any questions on anything that comes along in the line of By-Laws or Constitution or any legal matters pertaining to the Association. I want you to feel that way; that you should come to me freely. You all know my address. It has certainly had plenty of advertising. I want it understood that I stand at your command at any time. (Applause.)

REPORT OF LOCAL BRANCHES.

PRESIDENT MORRIS: We have on the program the report of the local branches. We will get down to business earnestly to show results and get results tomorrow. I think it is just as well to take up the reports of the local branches a little this afternoon, and take some more of them tomorrow, because we have now the presence of several representatives of the local branches.

It gives me great pleasure to call on a man who is the President of one of our branches and fills the position with great honor and credit, as results will show. I call upon Mr. Fred Klooz of Pittsburg to tell us a few things about his local branch. (Applause.)

MR. L. FRED KLOOZ: Mr. President and Members of the International Stewards' Association: I did not come prepared to make any sort of a speech. I only want to say that last October, not quite a year ago, Mr. Soutter, Mr. Wagner and myself got together. We were old members of the I. S. A. I was formerly of St. Louis, and we made up our minds that we were going to start a club in Pittsburg. We got right down to rock bottom work, and I believe you all know the result. We have got 38 members, and I confidently believe that by the first of the year we will reach 75. We have a great many hotel managers and a great many proprietors around through the state that have taken quite an interest in us, and they have signified—and I want to say that I have been a little backward in getting at these men; I am positive I will have them in by this time. I have a great many other things to attend to, and I have not had the opportunity to catch them. There are some eight or ten in Uniontown. In Wheeling we have just started on them. I do not think we will have a bit of trouble in building our membership up to even 100 before this time next year.

I think that is about all I have to say so far as Pittsburg is concerned. I have a little report to make on the State regency when you are ready for it. (Applause.)

PRESIDENT MORRIS: We also have with us this afternoon a man who has filled office with credit to himself and the International Stewards' Association, Mr. Frankfurter of Philadelphia.

MR. MARTIN FRANKFURTER: Mr. President, Ladies and Gentlemen: I do not know why I should be called upon here today to tell the good and the bad; what we have done in the past. We have our troubles just as well as others have, and perhaps more. It does not seem in the east that we are so well organized and united as they are in the west. They seem to stick together more than we do here in the east. I have tried my hardest and my best for a couple of years, but it has shown very, very little results. You may all say that results are there, etc., Mr. President, but

you do not know the ins and outs, what troubles we have to go through.

I always say to them we will accomplish much. I always tell them what good it does, but, my fellows, they will not believe me; they won't join with me where my heart is, and my heart is with the International Stewards' Association. (Applause.)

If I could only have them just feel like I do for the I. S. A., ladies and gentlemen, instead of having 38 members, we ought to have 238, if they all would feel the way I do, and we ought to have them. Perhaps we will have them in time, because we are only in our infancy. It will come by degrees and by excellent work. It will take time to work them up to that point which we are not to yet. We have to prove to them and show them what we can do. We have so many who say what benefit is there, and what is in it? I say to the boys: You kick about paying \$5.00 dues to the National Association, and they say: "Why should we pay that; what good is it to us?" I say, "Boys, if you would come along to any of the National Conventions, and you paid \$5.00, you would get more than your money's worth when you came to that convention." (Applause.)

But they don't come; what can you do; what can you do?

PRESIDENT MORRIS: Just keep on working.

MR. FRANKFURTER: That is what we are trying to do, and I hope they will all feel like I do and will work with me. I shall try my hardest to work for the I. S. A. the way I feel for it, but, of course, if you have no support you cannot do anything. You cannot do it all alone at once, but by degrees, as I have said before. Through our doings which we have from year to year in the convention we will convince them by degrees what good it does do—the International Stewards' Association.

I thank you very much. (Applause.)

PRESIDENT MORRIS: We will now listen to a gentleman who has filled the office of President of a local branch also, with credit to himself and the I. S. A. He is a member of a branch of which we all think a great deal.

I introduce to you for a few remarks on the work of the local branches, Mr. August Ratz, past President of the St. Louis Branch.

MR. AUGUST RATZ: Mr. President, ladies and gentlemen—I am sorry to say that I am all alone from St. Louis, Missouri, in the great City of New York. It was a little late in the season, but if it had been about two or three weeks earlier there certainly would have been about twelve or fifteen from St. Louis. We have 54 members in good standing. We work hard and expect to get about 75 before the end of the year. We have several applications, but unfortunately I could not get them in before I came away.

The great success with the St. Louis Club is that every summer we give educational meetings. After these meetings are over we get together and have a little Dutch lunch. They all like it, and they all want to know why we don't give more than one meeting, and say we ought to have it every week. So, next Thursday we are going to have a meeting on a roof garden which is a very nice place in St. Louis. The last meeting we had was on the West End Heights. There was a man who dropped out for certain reasons from our local club. I had the ticket agency for this meeting, and I had the tickets for everybody. I asked him to it, and I said, handing him a ticket, "Here is your ticket." He says, "How is that?" I says, "We have a meeting tonight." He said, "I will pay my own fare." I said, "No, there are your tickets; we invite you to have a little lunch with us, and bring your family." During the course of the evening his wife said, "Why don't you join the St. Louis Club again?" It is fine. I thought it was almost a stag affair."

We have a meeting once a month. Every Thursday we have an educational meeting; we have tea and coffee and things of that sort, and we are progressing

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very nicely, and I hope we will have about 75 by next year. (Applause.)

PRESIDENT MORRIS: I am now very happy to introduce to you a gentleman who in the last three weeks has accomplished a great deal for the I. S. A. During my time in office I have been constantly preaching the gospel of what you sow you reap, and to keep on sowing, do good work for the I. S. A. and you will reap good things. I know of no better demonstration of that than something that happened not far from here about ten days ago. The seed had been sown all over the State in a quiet way, in a very earnest way by this gentleman, and another good earnest worker in the ranks, Mr. Westbrooke, and the result of it has been a branch of about 25 members, members who are undoubtedly a credit to the I. S. A. as well as the I. S. A. to them, in the good old conservative town of Boston, which is now the baby branch of the I. S. A. I should like to hear something about the good work that is going on in Boston from Brother Hickey.

MR. M. A. HICKEY: Mr. President, Ladies and Gentlemen: There is not much to be said that our worthy President has not already said about the work of sowing seed in a quiet way; a little here and a little there, a word here and a word there; keeping at it; passing the word around from one to another principally in a commercial way. That is how I interested them; sowing the seed in that way. I was a Boston man originally, having lived there all my earlier life. I was away nearly 30 years, and consequently on going back there about a year ago I was comparatively a stranger; absolutely a stranger to the stewards there. I felt a little diffident about tackling the stewards who had been there all their lifetime, telling them what to do and how they should do it, but I did not see anyone else coming to the front and taking it up, so I had to take it up myself. We started out with six or seven members, and we thought we had a pretty fair kind of a branch to start with. I started out by calling up several prominent stewards there, and saying: "Well, Mr. So and So, you and I have been swapping quails and squab chickens and borrowing each other's clothes lines for quite a while. Suppose we meet somewhere. I would be glad to make an appointment with you and meet you some time and see you and talk things over," and in that way I got going and I found I was making quite a good deal of progress after I got the first five or six. In fact, I have not had but one real right down good solid rebuff and that, I am sorry to say, was from a New Yorker who was transplanted to Boston. This member did not want to join. He was a member of the New York Stewards. He said there was so much jealousy and hard feeling and that he had organized the New York Branch, and he asked me if I didn't find it that way. I told him that I did not, and that I had not found very much of that; only one ease outside of his own. So he stopped on that point. That is the only ease of rebuff that I got.

I am happy to say that I went on and got together more than six or seven and kept right on going for more until now I have, in three or four weeks, since we first started, 22 paid-up members.

We have had just had two meetings of the club, and the last meeting we took in five full-fledged members. I was very much surprised and pleased to feel the difference in the atmosphere of the room the second meeting after these men had gotten slightly acquainted with each other and had been introduced to each other.

Now I will say to you I am not going to stop until we have in Boston a club of 300 members. (Applause.)

The people are beginning to see the educational advantages that are being brought forward and that is a feature we must press forward. We cannot know too much about the food products that we prepare and set before the people to consume.

I thank you. (Applause.)

MR. MARTIN FRANKFURTER: May I say a few words?

THE PRESIDENT: Yes, I will be very glad to hear from Mr. Frankfurter.

MR. FRANKFURTER: I cannot help but express my feeling of thanks to our new missionary, if I may use that word.

THE PRESIDENT: That is a good word. He has been a good missionary.

MR. FRANKFURTER: I want to thank you and hope with our friends that Mr. Hickey has not overestimated his figures which he has planned as the membership for the future. Of course he will have 300 members.

Now, ladies and gentlemen, I feel wonderfully enthusiastic when we have a man like this among us who promises for the future to get us a membership of 300. Why, our National President, Mr. William H. Morris, has said we will have a thousand by 1908. Now, I say we will have 2,000 if everybody worked and felt like Mr. Hickey.

MR. HICKEY: One word. Perhaps in my remark about having a club of 300 members in Boston, I may have seemed to exaggerate the possibilities, but it is not impossible.

THE PRESIDENT: When you said 300, that is not confined to the City of Boston alone. You are not going to draw on Boston alone. You are drawing on all of Massachusetts.

MR. HICKEY: Yes, sir. I want to correct that impression.

THE PRESIDENT: I want you all to go out with that spirit, with that earnestness. If you go out with the intention of getting 300 members, and if you do not get 300; if you only get 150, we will be very proud of you.

I feel that the short session we have had this afternoon has not been in vain. It is encouraging to have just the few remarks from the branches that we have had as to their work. This is only a drop in the bucket of what the branches are doing in a quiet way, sowing seed, and it means a great deal to the International Stewards' Association; a great deal to you and to me.

Tomorrow we hope to hear more about the branches and their work. We will now hear from the State Regents and their work.

I will now call upon a gentleman present from a state that has done grand and glorious work. I think there are two members from the state and the feature of their work has been their being so unanimous in their work and in their thought and in their intentions; and they have done a great deal in their state for the I. S. A. They stand shoulder to shoulder, close together like one man. I will just ask this gentleman to tell us a little about it, give us a few minutes talk. We have not much time, but we are going to hear about the work in the State of Ohio from Mr. Zehnder.

STATE BRANCH WORK.

R. J. ZEHNDER: Mr. President, Ladies and Gentlemen: The success of the Ohio branch has been from the State Convention and it did not come from any other source. We have a local branch in Dayton, Ohio, that has been worked up from the state branches. We have had on numerous occasions in Dayton visitors, national officers and also visiting stewards who tried to organize, and it was impossible. But when we talked about a State Convention to be held in Dayton, well, we got busy and they got interested in it.

They had a State Convention in Cincinnati I think in 1906, which proved very beneficial to the organization, but the coming year the members had dropped out and it dwindled down to nothing. Our recent convention held at Cincinnati has again reinstated a good many members. We can say the same thing of Columbus, Ohio. They had a convention there in 1905. They organized and had a club and would surely have left the membership of the Ohio State branch and also the International Association if it had not been for a convention held there in that year.

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The fact of having the convention at Cincinnati and also at Dayton, close by, where the members could visit these conventions, has helped us out there. I do not want to say that we are going to increase our membership like they may here. We have not a large city, any one city like New York, Philadelphia and Boston. Cincinnati is the largest city we have. Cleveland is a good city, but we have not got north. I think a State Convention in Cleveland would revive the interest there and get them together and get members.

Then we have not the leisure we would like to have. We have got to keep our jobs and we have not the time to give to this that some others have.

If we through conventions can increase our membership in the state, I do not see where there is going to interfere any with the work of the National organization. We have forty members, now, and we hope to increase that. We have increased our membership this year very nicely, and we are trying to save a good deal of work for the secretary, if possible, by getting our communications together and consolidating them and sending them to Mr. Miller. I believe the abolition of the State branch is up for consideration, and I would like to ask the members to consider that fully before we take a vote. (Prolonged applause.)

SECRETARY MILLER: There is a proposition as an amendment to our constitution for the future. Your charter is there according to the constitution. The amendment—I will give my reasons as to that at the proper time.

THE PRESIDENT: Before we close, we would like to hear from the committee who have audited the work of the Secretary and Treasurer, the National Secretary and the National Treasurer, and the Board of Trustees. We would like to know if the work up to the meeting of this convention is accurate and correct.

MR. ALBERT MENJOU: According to the reports and Mr. Ratz and I checked them up, we find that the books and everything are in O. K. shape—everything is all right.

PRESIDENT MORRIS: We thank you, Mr. Menjou. If there is any lady or gentleman present who has not registered in the registry book here, please do so before you leave the convention hall. We want everybody to register in this book because we are anxious to know whom we have had the honor of having for visitors, both for the sake of the New York branch and the National body.

Also do not forget about the boat; be there tonight a little before 5 o'clock. Mr. Melder is in charge of the badges and the tickets and he will give you all the information you want, and we want everybody there, and I would suggest that the gentlemen bring their light overcoats and the ladies their wraps, because we do not want anybody to be sick tomorrow as we want you all here at the convention, which will begin at 10:00 o'clock tomorrow morning.

An adjournment was then taken until 10:00 o'clock a. m., Wednesday, September 9th, 1908.

THIRD SESSION.

Wednesday, Sept. 9, 1908.

The convention re-assembled at 11:00 o'clock Wednesday morning, President William H. Morris being in the chair.

The following proceedings were had:

REPORT OF STATE REGENTS.

The first thing on the program is the report of the State Regents. I would like to hear from Mr. Westbrook as State Regent. I think he has a report he may read to us that will be very interesting.

(Mr. Milo E. Westbrook then read his report for the New England States, as follows:)

On receiving notice through the Bulletin that I had been re-appointed State Regent, I set about endeavoring to accomplish something which I had failed

in during my first year as State Regent. That of securing new members. I reviewed the work I had done the previous year, endeavoring to ascertain why it was that I had not secured a new member, and believed that I would have to change my tactics if I wished to reach my goal.

My first move was to have the Boston Courier publish notice of the I. S. A. appointments for New England, stating herein that any hotel proprietor, manager or steward desiring any information pertaining to the International Stewards' Association should apply to the State Regent of their State, whose name appeared above, who would be glad to supply them with application blanks.

I then wrote to Brothers Franklin and Medlar, the other New England Regents, informing them of what I had done, also requested the publishers of the Boston Courier to mail marked copies of this issue to each of the State Regents for New England.

I attended two meetings of the New England Association, and talked with various members about our I. S. A., its aims and objects. I handed out applications here and there.

I made a trip through the States of Massachusetts, and Connecticut, calling on all hotel proprietors, managers and stewards in twelve different cities and talking to sixty some odd hotel people.

I received a letter through the New York State Branch from Boston, requesting information about our I. S. A., as the writer was not connected with any hotel at that time, and had not been, and so far as I could learn, I was very cautious about him, as I was not sure but what his motives were selfish and for personal gain, without a spark of the true I. S. A. spirit present.

I next received a letter through our National President from Brother Hickey at Boston, relative to a Boston Branch. I wrote him a letter requesting him to take the matter up himself, and also wrote two Boston men whom I knew to be well acquainted with many of the Boston Stewards, and requested them to call on Brother Hickey and offer him their assistance, which I believe they did.

Some little time ago I started another campaign for new members, writing letters to some of the same ones I had written time and again, with the result that New England, to date, turns out more than twenty new members.

I have written all I. S. A. members living in New England, urging them to put their best efforts forth to secure new members.

Brother Stephenson of Hartford has sent in one.

It is rather gratifying to know that some of our New England hotel proprietors have waked up to a full realization of the value of an Association, and still more gratifying is the fact that we are able to enroll as an active member, one of the officers of the New England Hotel Association, and last but not least, that another one of the officers of the N. E. H. A. sends in his check to pay the entrance fees and dues for his steward, and in the letter he states that "my steward will attend your convention in September."

I deeply regret that I am unable to report greater progress at this time, but honestly feel that I have done all that lay within my power to do, and I am prompted to again repeat what I said in my report for last year, that nothing but the strongest men in our organization should be appointed for State Regent, and to add that those appointed should feel it their duty to make personal sacrifices if necessary, for the welfare of our I. S. A.

Sincerely and fraternally yours,

MIL0 E. WESTROOKE.

(Applause.)

THE PRESIDENT: The next order of business will be the appointment of a Committee on Credentials, proxies.

I appoint Max Koppel of Chicago, A. S. Bevans of Wellsburg, N. Y., and Thomas H. Keevill of Philadelphia, a committee of three. The duty of that com-

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mittee is to see that every member who votes in this convention is in good standing. It means that his dues are paid up to 1909.

Regarding proxies, I don't suppose we will have much use for them, but as a matter of formality, you ought to be very particular that the proxy is signed by the person by whom it is made; that it is witnessed and that that member is in good standing. Mr. Miller will turn his books over to you so you can find out who is and who is not in good standing. Mr. Bevins is well acquainted with the books. That is one reason why I put him on the committee. I think you could do that work during the noon recess if you feel disposed to do it at that time. It won't take you away from anything we have now.

MR. HICKEY: I think in your instructions to this Committee on Credentials, you mentioned the fact that these proxies should be properly witnessed. I have not got one that is witnessed.

THE PRESIDENT: They are void and null then. Don't worry about the proxies. We will have harmony and co-operation if there are only six of us. That is the spirit of the I. S. A.—co-operation.

I take great pleasure in calling upon our Surgeon General, a member of the Educational Committee, Dr. J. J. Leppa.

DR. J. J. LEPPA: Mr. President, Ladies and Gentlemen and Fellow Members of the International Stewards' Association: I see that we have been recruited from the great metropolis of the west to the greatest city in our Union; and what for? To transmit to the eastern people that in the west there still rises this shining star. Fellow members, during the past year I have been engaged in a series of articles which will never be complete without your personal experience and knowledge, and I shall, by a letter, during the coming year, if God permits me to live, call upon every steward connected with this association to give me his personal experience, which will redound to the good health of this community and of this nation and of this world. If it meets with your approbation and goes to print, I will ask that any funds that may be derived from that work shall go to the International Stewards' Association.

(Great applause.)

"WHAT WE ARE DOING."

Mr. President, Ladies, Gentlemen and Fellow Members of the I. S. A.:

A man's conception of his relation to his fellow men, is determined by his respect for their institutions and their laws. These laws are made and enforced by the community of which he is a component part. His duty as a citizen in relation to his fellow men, is to see that good laws are enacted, and that they are consistently enforced, and those who live up to this high standard, and are willing to devote their efforts to the welfare of the community and their fellow men, without any special hope of remuneration other than the consciousness of duty done, deserve a reward far greater than that of the mighty dollar, for it has been said that "There is no vice which does not offend or a sound judgment condemn, likewise there is no virtue which does not rejoice in a good conscience."

Some men are moved by their ambition—the instinctive desire born with us for influence while we are living and remembrance after we are dead. This is a sign of the grandeur of the human soul, and suggestive of high destiny. Again our influence is enlarged and perpetuated by what we do, and when we realize that there is no force under the sun more potent than character, though it may work its wonders as invisibly as the wind, still behind the voice that speaks, the deed that is done, must be the man—the man of character, whose life is envied by "Whatsoever things are true, whatsoever things are just, whatsoever things are pure, whatsoever things are of good report." These things lead up to the heights of God, whereon perfected manhood must find its eternal resting place.

That the Steward is a God-given office is a well established fact, as we find the Steward repeatedly mentioned in the Good Book, in which special stress is laid upon his responsibilities, his integrity and honor, moreover it is required in Stewards that a man be found faithful, and that from ancient times the Steward and his assistants have played a most important part in the lives of kings, queens and rulers of all periods and nations, and the Steward's position is the same today, in guarding and protecting the people.

It is said that there are 2,000,000 preventable deaths occurring among the people of the United States every year. If this number could be lessened enough to lengthen the span of the average life ever so little, the economic gain therefrom would amount to \$80,000,000 a year. The American Association for the Advancement of Science would cut down the death rate and extend the span of life, and is just now laboring earnestly in that direction, and with every assurance of success. This is being done through its Committee of One Hundred on National Health. This committee is composed of one hundred leading spirits of American progress, and their work seems certain to result in the formation of a Government department for the good of the public health, whose head shall be a member of the cabinet. This is the object of this committee, and what it is seeking to secure. To this end the committee is urging the consolidation of all the national agencies for the promotion of public health, and from Denver and Chicago have come urgent appeals that this issue be made a plank in the Republican and Democratic platforms. The Independence League has followed, so that no matter who is elected in November, the Committee of One Hundred will win. I now take pleasure in heartily endorsing the work, and trust that it will meet with the full approbation of this Association.

At present there are at least three bureaus in the government, working toward one and the same end—the health of the people—but though they are working independently of each other, they are at the same time educating the people. Lack of time makes it impossible for me to detail the work of the three bureaus mentioned, or what might be accomplished by their consolidation. The pure food legislation had a hard road to travel through state opposition and through the National Congress, but despite obstacles and opposition, the cause has triumphed, and there is now enough legislation, if adequately enforced, to stamp all the grosser forms of food adulteration.

It is well that there is point from which we may look backward and see what has been done, and from which we may look forward and imagine, if we cannot see, what we hope may become a reality in the future.

In looking over the beautiful and artistic souvenir history of our Association, I am deeply impressed by the wonderful growth and well merited success which has followed the organization of the I. S. A., and at the same time realize how far-reaching and unlimited is the scope of an order like this, which is not only international in character, but, what is still more, is a powerful influence for good and to the co-operative spirit which has been so noticeable a feature of the I. S. A. is attributable to a great degree the firm basis upon which the I. S. A. now stands, and today, as I have the honor to stand here before the members of the Stewards' Association, I realize that there are countless matters of vital importance to the members, and far more so than any scientific paper which I might give, and therefore, in consideration of this fact, and because of other matters, more pleasant, which will fully occupy the time and attention of the members and their friends while sojourning in the metropolis, I will add just a brief resumé of the year's work.

Since our memorable meeting in Chicago, twelve months ago, the Surgeon-General has been working in his usual quiet way, for the best interests of the I. S. A., and besides contributing several short articles on diet, hygiene and other items of interest from a medical standpoint, the subject of Pure Food has still held

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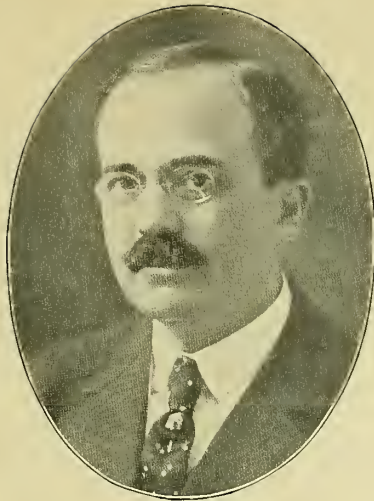
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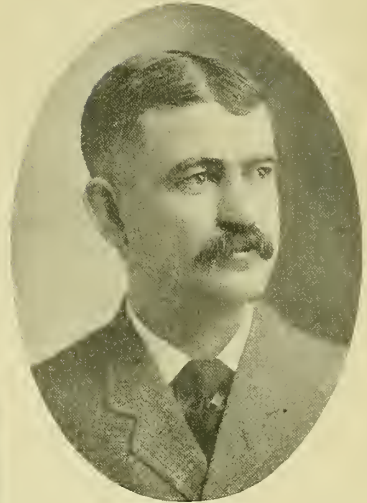
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a prominent place in his work, and, from correspondence with the food commissioners, health officers and chemists from various parts of the country, I find that great progress has been made in doing away with the adulteration, and that the beneficial results of the pure food law have been felt far and near. For instance, the report for the State of Pennsylvania shows that the number of prosecutions for the use of adulterants and preservatives has been decreased to an astonishing degree, and I find that the extensive work of one of our honorary members, the government chemist, Dr. H. W. Wiley, shows the same satisfactory results.

Again it has been my privilege and at the same time a pleasure to answer, by correspondence, all questions which have come to me from various members of the Association, and upon which I could give them any assistance from a professional standpoint.

During a part of the past year, I have been at work upon a series of articles, which, though still incomplete, will, I trust, when finished, be of interest to the I. S. A. as a whole and to the steward individually. In connection with this, I now appeal to each member of the I. S. A. to formulate and mail to me at his earliest convenience what, to him, seems to be an ideal menu, one from which the greatest amount of nutriment may be obtained for the building up of the tissues of the body, while retaining all that is palatable to make it enjoyable, and it is my wish that as I check up the membership of the I. S. A., I shall find that I have received a response from each and every one.

Again, during the past year, circumstances have made it necessary for me to visit various cities and, having at heart the welfare and advancement of the I. S. A., I have taken advantage of the opportunity to speak a good word for the cause and to endeavor to interest in a practical way several hotel men, not already identified with our organization, and believe that the seeds thus sown may, in time, bear good fruit for the I. S. A.

Very respectfully submitted,

DR. J. J. LEPPA.

Gentlemen, you have been called the prince of men by the Vice-President of the U. S. A., an honorary member, Mr. Fairbanks. You are more than that: You are holy men, for it is written in the Good Book, "Moreover, it is required of the steward that he be a just man," and that is close to perfection. Furthermore, you have in your keeping all the products of the world.

Gentlemen, let no man stultify nature by putting impurities, whether it be in food or whether it be in liquid form—uphold nature, uphold the pure food law, and this nation will hear not only of the stewards, but of the International Stewards' Association, which had its birth at the Pan-American Exposition, which, I believe, was in 1901.

Ladies and gentlemen, I thank you.
(Great applause.)

EUGENE GIRARD GETS BACK TO WORK.

THE PRESIDENT: Speaking of pure foods has brought the thought to my mind that we have in our midst the champion of champions of pure food. One of our active members who has been for a number of years one of the men who was on the firing line working like a Trojan, doing mighty work for the I. S. A. He did as much as any man to bring it to the front, to bring it to the public notice during the earliest stage of its career. I am sure—I know I would—and I am sure you would like to hear a few remarks from him. I am very happy that he is in our midst today.

I call upon Mr. Eugene Girard, of Niagara Falls.

MR. EUGENE GIRARD: Mr. President and my dear Friends: I came here to listen, not to talk, and I thank the President very much for his cordial words. One of the very sweetest memories I have is to know that I really did accomplish something in the enactment of the Pure Food Law, and perhaps it has been the means of bringing your Association even to be better known than it was theretofore.

The campaign for the Pure Food Law began right after the St. Louis Exposition, and perhaps we have carried the fight sometimes in a rather sensational way. However, it is necessary to do these things to bring it to the notice of the public. But we have now that original petition, and it is to be placed in the archives of the Association, the original petition that was sent to Congress by Senator Hepburn, which had on it 102,000 signatures, all of prominent men, men of business, professional men, stewards, physicians, etc. I was pleased to note the other day, while looking over this petition, that the wording of the petition is almost of the same spirit, if not the same wording, as the law itself. This will be sent to the next President to be kept as a memento of our fight, and I trust that we will not have to again put forth such serious efforts on behalf of the cause which is so reasonable.

However, if we want to keep alive, we have to fight and fight hard, and I think perhaps our next issue will be "proper and systematic educational work for the stewards."

During the St. Louis Exposition and Convention, I asked the President, as a favor, to place me on the Educational Committee, so I might put forth my very best efforts on behalf of the Association. Now that I have taken a rest of two years from active work, I am going to ask him again to place me on that same committee—(applause)—so I may take up the fight along the lines I have suggested.

I thank you very much for your most cordial reception, and I hope, before the Convention is over, you may hear from me again. (Great applause.)

PRESIDENT MORRIS: Those remarks are very comforting. I would like to impress upon your minds the fact that we have one or two exhibits here in this building, very creditable exhibits, that represent time and money expended, and hard work to bring them

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about. The least we can do in coming into the building and going out is to give them some attention to show a little interest in the exhibits. I wish you would impress upon the members that are absent the necessity and the duty of each and all of us to pay a little attention to these exhibits, if it is only to show interest. It would not be time wasted. Undoubtedly you may learn something.

I have been requested to announce that the Pittsburgh Stewards' Club have headquarters at the Marlborough Hotel. I have been invited there, and I have been there. Their headquarters are a credit to them. They have open house and open hearts. They have hearts wide open, and if any of you get in that district drop in and they will be glad to see you.

I understand that anybody that is lonesome this evening and would like to get together for a congenial time, Mr. Frankfurter extends to them a cordial invitation to join him at the Union Square Hotel. (Applause.)

I now have the honor and great pleasure in calling upon one of our leaders in the ranks, one of our workers, the man who lives up to the spirit of "I shall accomplish." I call upon State Regent Mr. Fred Klooz, of Pittsburgh. (Applause.)

Mr. Fred Klooz then read his report as follows: Annual Report of L. Fred Klooz, State Regent of Pennsylvania, to the I. S. A. Convention, Terrace Gardens, New York, September 8, 9 and 10, 1908.

Mr. President and Gentlemen of the Convention: In making my report as State Regent of Pennsylvania to this honorable assembly, I wish to say that I do so with extreme diffidence, because my predecessor in that office accomplished one of the most praiseworthy official acts in the history of the I. S. A. I refer, gentlemen, to the wonderful work of Martin Frankfurter, who, as State Regent of Pennsylvania and President of the I. S. A. Branch of that State, in one short year reorganized chaotic remnants of the I. S. A. following in that State and wiped out an embarrassing indebtedness of over \$700.00, placing his branch on a strong basis, increasing its membership and depositing in bank quite a respectable sum to the credit of his branch, after the debts had been fully adjusted. So remarkable was Mr. Frankfurter's administration of his duties, that the annual report of the performance of his work as State Regent, read at the Chicago Convention a year ago, invoked the unanimous applause of the members present, and President Morris then and there took occasion to highly compliment the meritorious efforts of Mr. Frankfurter, and said it was to be regretted that Mr. Frankfurter was not in attendance to hear the plaudits of his brethren, and that he would be highly pleased to clasp him by the hand to personally express an appreciation of the grand results achieved. As I said in the beginning, it is hard for me to make a creditable showing, when placed in comparison with the brilliant work of my predecessor in the regency of my State. However, I have done the best I could under the circumstances, which is all that my brethren could reasonably expect of me. With such a splendid showing as Mr. Frankfurter's in the past and glorious work performed in our behalf by Brother Milo E. Westbrooke, as here and now evidenced, I feel as though my results were small, indeed. Since I accepted the State Regency of Pennsylvania I have organized the Pittsburgh Stewards' Club (with the assistance of Mr. John F. Souter, of H. J. Heinz Co.), of which I am the President. During the year we have grown in importance. Hotel managers in our section now apply to us when in search of a steward, giving the I. S. A. men first chance when a vacancy occurs, a point that is highly important with local branches, as it gives full opportunity to quickly answer the oft repeated question "What good is it?" When the rumor that the H. J. Heinz Company had contributed large amounts to the Anti-Liquor crusade had gained such publicity as to make the Hotel Associations practically boycott the Heinz' products, the Pittsburgh Stewards' Club began an investigation into the matter and discovered that the rumor was a canard,

false in every particular. Our services in the affair received the commendations of hotel men and the Heinz people, the latter of whom entertained our members with an elegant dinner and a tour of the gigantic Heinz plant. The Board of Health of our city recognizes our usefulness by calling us in as advisory counsel in questions pertaining to the sanitation of kitchens in hotels, clubs and restaurants and other catering establishments, but recently we were asked our views and gave pointers to the Health Board as to the best methods to eliminate objectional features in certain restaurants. The Pittsburgh Stewards' Club now has thirty-eight members. During the year we have had outings to Butler, Pa., and Wheeling, W. Va., and last month we gave a picnic which turned into the treasury several hundred dollars. One of our members, Mr. C. R. Clark, is now steward at the McLure House, Wheeling, W. Va., in which city he assures me of soon organizing a local branch. Others of our members are doing missionary work elsewhere. Mr. Ed Harris, steward of the Hotel Titlow, Uniontown, Pa., is doing excellent service in interesting stewards there in the I. S. A., many of whom will likely join the Pittsburgh Club. L. E. Walker, at the Colonial Hotel, York, Pa., and our members in other Pennsylvania cities are ever alert to secure recruits to our great and growing I. S. A.

Regarding the Pennsylvania Branch, of which Mr. Frankfurter is President, which has its nucleus in and about Philadelphia, I would say that it is in a prosperous condition. It has had, during the year, a benefit at one of the local theaters and an excursion to Atlantic City, both of which were successful socially and financially. The branch has acquired eleven new members during the year, with several applications promised.

With this statement of what has been done in my state of late, relative to I. S. A. progress, I wish to thank this assembly for its kindly attention to my reading and sincerely hope that at the next annual meeting of this Association my successor will be able to report still further advancement so that we all will be kept enthused with the paramount idea of our I. S. A. —I shall accomplish.

L. FRED KLOOZ.

State Regent of Pennsylvania.

THE PRESIDENT: Is there any other person who would like to report as State Regent, or for a State Regent? I do not want to overlook anybody while the subject is before us. I think we have heard from all the State Regents present.

We will now have the great pleasure of listening to our peerless National Secretary on "Loyalty to our I. S. A."

SECRETARY MILLER: Our president says "peerless;" I think he should say "fearless." At the time I promised Mr. Morris I would read a paper here, I did not know what subject would be appropriate for me to tackle. I have had so many different things come up in the last three or four months that it was quite hard for me to pick out what I would be best able to dwell on, so I suggested to him that the title should be "Loyalty to the National Body;" that covers the matters contained in this paper, "Loyalty to the National Body."

The question has come up several times, who is "the National Body?" You gentlemen, right here before me, every one of you are part and parcel of "the National Body." I do not care whether you live in Wilkesbarre, Pa., Toledo, O., Dayton, O., or Chicago, Ill., when you get home, you are the National Body and the men that you have chosen in your convention to do the work for you and lead you are "the National Body."

LOYALTY TO THE NATIONAL BODY.

It is imperatively essential to the success of national associations, whose membership is scattered all over the United States, that the branch bodies of the same should adhere strictly to the constitution and by-laws of the mother body, especially where it is legal for the latter to grant charters to the former. While



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circumstances may sometimes allow a slight break-away from the by-laws, it is the duty of the officers of such branches under such exigencies to apply for, and obtain permission (to be rendered by a vote), from the National Board of Directors and Trustees, who are the men elected by the entire membership to promote the welfare and oversee the work of the association as a whole. Loyalty is the greatest virtue of mankind, whether to an employer or to a superior officer, or to a body of men constituting the national officers of an association. These words are not the result of any personal motive on the part of the speaker, but are suggested from timely necessity, inspired by a natural desire to see the integrity of the I. S. A. maintained rigorously, with absolute fairness to everybody concerned.

It is, and has been, the policy of the I. S. A. to improve and advance the catering profession to the highest degree of merit and efficiency, and its annual conventions are the golden opportunities for the members to come together for their mutual advantage, as well as for the betterment of the profession in general. If perchance a clause or section in our constitution or by-laws does not meet with the approval of a member or a branch body, let the question be talked over in the open, impartially, and should a majority of the members agree that the suggested revision is in order, an amendment should be adopted at once. No member as an individual, or branch as a body, need hesitate to offer suggestions of this kind. Suggestions are welcomed at any and all times, and those offering them may be sure that they will be accorded proper and most careful consideration.

The unselfishness and loyalty of your past and present national and branch officers, as well as of many of the individual members in repeatedly, at the sacrifice of valuable time and expenditure of their own money in attending to matters pertaining to the welfare of the association, with the sole consideration of the interests of the I. S. A. at heart, is worthy of note, not to say of unstinted praise, and it is only by such integrity of purpose that our organization is what it is today, and that our annual gatherings are made possible.

The fact that our employers are beginning to show a lively interest in the I. S. A., and have begun to realize that what we are aiming to do is as much for their own interests as for ours, is one very gratifying result of the year, and should prove the necessary stimulus to still greater effort on the part of every member of this association. Whether a branch officer or a member of the rank and file, do not cease your labors in behalf of the cause of the I. S. A. Ceaseless energy should be the watchword, and with capable, loyal and fearless national officers as you will have for standard bearers, total success is but a matter of time. Members in the cities in which are located our branches should put their shoulders to the wheel, and assist their local officers to the utmost of their ability, and by so doing will greatly help their national leaders, who have manifold and arduous duties to perform, and who are cheerfully willing to perform them as a labor of love for the association, provided they receive the necessary support from the membership at large, without which no effort, no matter how earnest or sincere, can be entirely successful.

After the conclusion of our work here, let us return home to our fellow workers who have been unable to be with us, secure their approval of what we have done, and arouse added interest in the work ahead of us for the coming year. With prospects so bright before us, success is assured. The start of the I. S. A. is in the ascendancy. I thank you.

(Prolonged applause.)

REPORT OF COMMITTEE ON BY-LAWS.

THE PRESIDENT: The next business before us is important and needs our close attention. It is the report of the Committee on Amendments to our By-Laws and Constitution.

I wish to say that our worthy chairman of that committee cannot be with us. It is a loss to us that he cannot. Circumstances and conditions are such that he cannot possibly be with us, and you know by our proceedings yesterday that Brother Hickey is the present chairman. I think about the wisest way to handle this thing—we have not a lot of time to spare, but we do not want to rush it too fast—would be to hear from the Chairman and any members of the committee present, giving their experiences in working on this matter and their impressions and their thoughts and ideas, and then the members in five-minute talks give us the benefit of their impressions and thoughts, and then I would suggest that the Chairman read, clause by clause, and we vote on it clause by clause, so that we can do this thing in a businesslike, simple and efficient manner.

I now take great pleasure in calling on Mr. Hickey as Chairman of the Committee on Amendments and By-Laws.

MR. HICKEY: Mr. Chairman, and gentlemen of the Convention of the I. S. A.: I will endeavor to give you the report of the committee as well as I possibly can, with the short notice I have had of the duties which I had to take up. I regret very much that M. O. W. Gueldemeister was not here to make the report, as, of course, he was much more familiar with the details of it than I am. However, I will do the best I can. I will first read you a few letters from the different branches, giving their impressions of the changes.

I read you a letter from O. W. Gueldemeister:

(Mr. Hickey then read the letter of Mr. Gueldemeister as follows:)

Wm. H. Morris, President I. S. A., Chicago.

Dear Sir:

Enclosed I beg to submit those papers which have so far been returned to me by the different members of the Committee on Amendments. Those missing, Panama, Louisiana, The Northwest, etc., I do not expect to hear from any more now.

All answers to my questions are yes, with the exception of Ohio, which wishes to see State Branches continued.

Will you kindly have them shaped up for submission to convention. The changes to constitution only need be published. With best regards,

Yours truly,

O. W. GUELDEMEISTER.

I also want to read you some other letters.

(Mr. Hickey then read letters from Mr. G. W. June and Mr. A. F. Hassfeld, which are as follows:)

I will read you now Mr. Gueldemeister's communication to the different members of the committee. This particular one is addressed to Mr. C. M. Stout of Dayton, and as I have not Mr. Stout's letter in reply, I will have to read from the margin of Mr. Gueldemeister's letter what the substance of Mr. Stout's reply is.

(Mr. Hickey then read the letter of Mr. O. W. Gueldemeister to Mr. C. M. Stout, and the marginal replies of Mr. C. M. Stout to the questions propounded by Mr. Gueldemeister.)

I will now read you some other letters I have.

(Mr. Hickey then read letters from Messrs. R. A. Whiteside; L. Fred Klooz; amendments referred to in Mr. Klooz's letter; letter from Mr. George W. Heath, and letter from Mr. M. A. Hickey, which are as follows:)

Boston, Aug. 3, 1908.

Mr. O. W. Gueldemeister, New York, N. Y.

Dear Mr. Gueldemeister:

Your official communication of July 5th came duly to hand, and was duly noted at the time, with the exception of your request at the end for a return of the enclosed copies inside of ten days; that part of it I overlooked, and did not notice until today, when I took your papers up again to go over them more carefully, and to make up my replies thereto.

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I now enclose them herewith, and beg of you to allow the above explanation to serve as my apology for the delay, which I trust has not been the cause of mischief.

Now taking up the question in your letter, I quite agree with you on the State Regency question. As it is now, it will always be the source of annoyance and misunderstanding.

The \$2.00 rebate to the local branches I think is good, and should be encouraged in locals.

The monthly report of trustees is a healthy suggestion.

Reports of locals going direct to headquarters is as it should be. The change in Article 2, Section 10, regarding soliciting of advertisements for the Bulletin is most decidedly in the right line. That sort of work is what has put a damper on the enthusiasm for a local branch in this city, and should be frowned upon at every turn.

And lastly in regard to the majority of trustees being residents of the City of Chicago. While such a condition might be very desirable in some respects, yet I think it would be very unwise and impolite to insist upon, or even suggest such a thing.

Wishing you all good things, and trusting that we may meet shortly at the convention in New York I beg to remain,

Faithfully yours,

M. A. HICKEY.

THE PRESIDENT: Now, the Chairman of that Committee has read to you letters from the north, south, east and west, and the different members of the committee giving their views on the proposition of the proposed changes, sending him their answers, "Yes," or "No" in writing, which we hold here and will be brought up later for discussion.

It has occurred to me since I made this statement that we would study the amendments, clause by clause, and vote on them, that we cannot vote until the Credential Committee has passed on the standing of the members in the convention, which they will do today. In the meantime, we will debate for a short time before we adjourn, getting the views and impressions of our members present. I will first call upon Mr. Milo E. Westbrooke to reply to the Pittsburg Branch proposition on an amendment to insert a death benefit, the members in the convention, which they will do today. In the meantime, we will debate for a short time I think you will find upon an investigation of our history in the past that the death benefit feature has proved a milestone around the neck of the I. S. A.

MR. WESTBROOK: Before I can do anything, Mr. President, I will have to ask the members a few questions.

THE PRESIDENT: That is all right. We want to bring out the good there is in this thing so we can vote intelligently.

MR. WESTBROOK: The first question I want to ask is what age, the average age of the stewards. Would you say thirty years up to fifty or sixty years is the average, or what?

MR. KOPPEL: I would say thirty to sixty.

MR. FREED: About thirty to thirty-five up to fifty.

MR. HICKEY: Let it be understood that I am over thirty-nine, please.

MR. WESTBROOK: Well, take it from thirty to sixty. The average death rate then at the age of from thirty to sixty is twelve, according to the table I have here, which is gotten up or known as the American Experience Table of Mortality, gotten up by the insurance companies. The insurance companies got this up according to the death claims they have paid. Now that is an average of something like ten or twelve per thousand, ranging from ages of thirty to sixty. You understand that this is taken from all people who stood for the medical examination before being accepted by the insurance companies. That is, in starting a death benefit, if we do not have a medical examination, we would be taking in a lot that had been or would be rejected by all insurance companies. That you can figure out for yourselves.

Another point I wish to bring out is that if we give \$200.00 on the death of a member, for that \$200.00 he pays in \$3.00 a year. Now figure that out. If he lived, how long must he live in order to pay in \$200.00? You cannot figure more out of the death of a member that he would pay in if he lived the full expectation of life; a man at the age of fifty is expected to live about twenty years. He would have paid in \$60.00, and for that \$60.00 his family would get \$200.00. A man at the age of 40 is expected to live twenty-eight years. He would have paid in \$84.00, and for that \$84.00 his family gets \$200.00. Now if there is anyone that wishes to consult this table, I shall be glad to let them look that over, as I have another in my pocket, and perhaps I may want to say something on this a little later on.

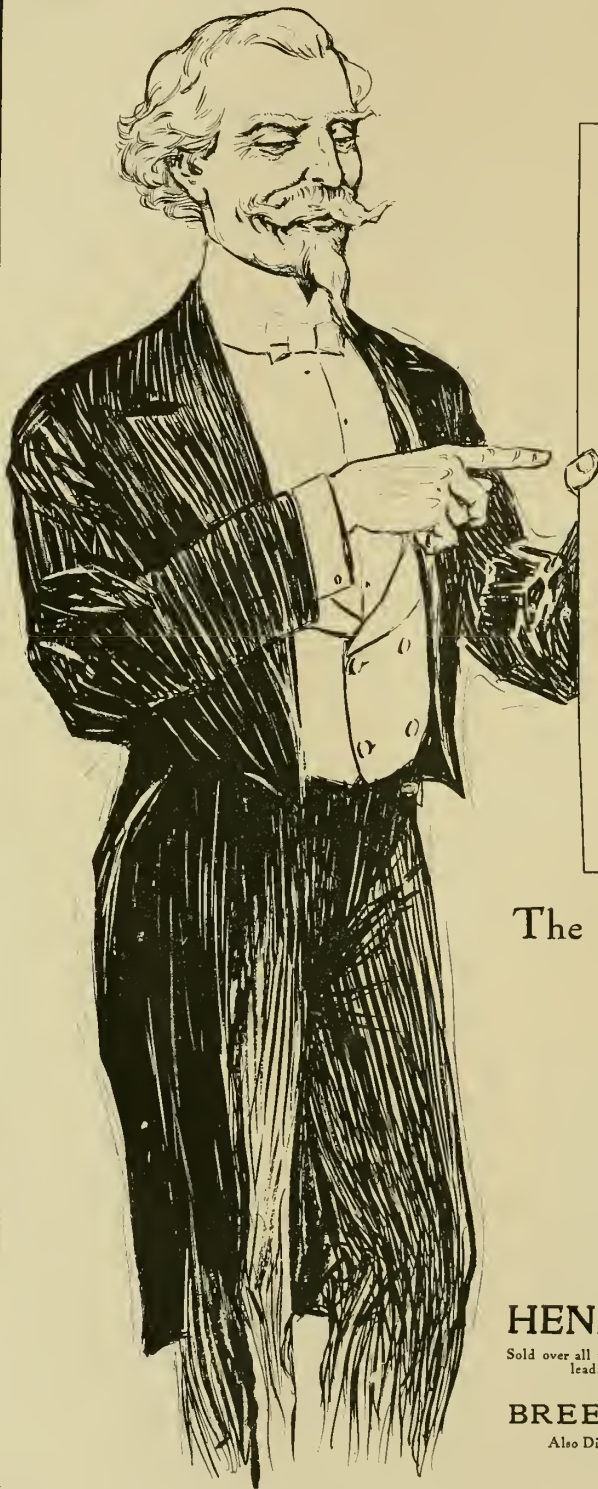
PRESIDENT MORRIS: We would like to hear a few words from Mr. Klooz about the proposition of the Pittsburg Branch. Perhaps he may be able to give us some broad views on that side of the question. We have only two or three minutes before we adjourn, and I would like to have just a short discussion in order to bring out views for and against this proposed amendment.

AN AMENDMENT AS SUGGESTED BY PITTSBURG BRANCH OF I. S. A.

It is the belief of the Pittsburg Branch that a great many more members can be secured if the proper inducements are offered, especially to those of smaller towns who do not have the advantages of enjoying and attending local club meetings, therefore we suggest that a sinking fund be established for death benefits under the supervision of the Finance Committee of the National Body, and that this sinking fund is to be provided for, not by assessments, but by its ratio of the dues; that the dues be raised to \$7.00 per annum, and if it requires \$3.00 per member to conduct the general business, that \$3.00 be placed in the sinking fund and \$1.00 retained by the local club. If we understood correctly, the I. S. A. has about 800 members. That would give the sinking fund \$2,400.00 per year. Statistics of all the large insurance companies show that the average deaths to a thousand persons is about six, but granting that the I. S. A. would be unfortunate in having twice that many deaths (12 a year), a benefit of \$200.00 to the beneficiaries would be easily covered by the sinking fund and no assessments would be required. If during any one year we should only have one-third of twelve benefits to pay, the balance would remain in the sinking fund (drawing interest), and would be on hand for a disastrous year. Upon the death of a member the Finance Committee should remit to the local club. It will be the duty of the officers of said club to see that the money is paid to the proper parties or party. We understand there will be some opposition to installing a death benefit, in fact, it was repealed at the Atlantic City convention, but we believe it was run on an assessment basis. We do not approve of that system, but we do believe that if conducted on the lines of a sinking fund, we will be more able to say to a proposed member that this is one of our numerous inducements. You will only pay once a year, which will be much easier to collect, than by assessments. Permit each club to collect the dues and remit them to the National Body, less the amount due the club. That will not necessitate any addition to the clerical force of the national headquarters.

MR. KLOOZ: When the Pittsburg Stewards' Club brought this subject up, the main point was in talking with outside candidates, talking to available people who may become members, young fellows, young material, boys that are away from their homes, nobody to take care of them but themselves in case of accident of any kind.

Fortunately our experience has been with the stewards of Pittsburg and the surrounding country—and I may say we are all young fellows—I am short of hair, but I am young yet, and I expect to go quite a while—we do not go around and pick up a lot of fifty or sixty or seventy-five year old fellows, and we did not do that when we figured the basis of this amend-



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Little Neck Clams.

Clear Green Turtle.

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Salted Almonds.

Filet of Striped Bass, Saute Menniere.
Cucumber Salad. Potatoes Persilade.

Noisette of Lamb au Jus.

Haricots verts Panaches.

Punch a la Breen and Kennedy.

Roasted Imperial Squab.

Salade a la Terrace.

Ice Cream Chateau briand.

Cakes. Petits Fours.

Fruits.

Demi Tasse.

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ment. We did not figure on any financial gain so we could accumulate quite a fortune in the treasury. Our whole aim and object was to increase the membership. HOTEL MANAGER GIVES USE OF HIS HOTEL FOR MEETINGS.

Now as regards local clubs, we are very fortunate. I happen to be manager of a hotel, and I have given the Pittsburg Club the use of a room for their meeting nights, for regular nights and any special meeting nights they may want at no cost at all. We do not allow any member in this club—this is in conjunction with this matter—any member of this club to buy a round of drinks for the other members. We make each man pay for what he consumes. In doing so, a fellow that is not drawing quite as large a salary as the other is able to attend and enjoy it. He comes in regularly and we have thirty-eight members. I suppose there are ten out of town; six or ten that are unable to reach us every meeting night. We have fifteen to eighteen members that attend every meeting we have. We do not need old members. We do not want them for our own personal use.

In talking the matter over we figured that the boys in the outlying districts that had not the opportunity of attending the local branch meeting, that there would be inducements for them. The first thing they say to you is, "what is there in this five dollars?" I tell them that they ought to be proud of being a member of the I. S. A., and attend the annual conventions, etc. Well, they cannot do that.

DEATH BENEFIT.

We have got our heads together and figured out that here was a proposition whereby a man could say, now if anything happens to you, here is \$200.00 to take care of you or get your remains to your family, or defray the first expenses. There was a committee appointed to look this matter up, and they figured the average steward's age would run from 25 years up to 45 years, the average steward, taking them all in all. There are a few of us old fellows here, and statistics will show, as this committee reported, about six to the thousand. We figured that if twice that number died we would be on the safe side. Then we would get away from the assessment basis. That is what nobody wants. We are not running an insurance affair. We do not figure it upon an insurance basis. We look upon it as an increasing of business in addition to what we are doing at the present time; to use it as a sort of lasso or loop to bring in new members of the younger generation. It is up to us not to go around and solicit an old man. It is up to a local club to decide who shall become a member of their club. If there is a man that applies, who is physically unable to attend to his business, it is up to us to attend to that. I do not think we have got to go into an insurance arrangement, have physical examinations, etc. I think it is up to the members of the local club, and we are not pushing this matter at all. This is simply a matter of suggestion for the benefit and welfare and increasing of the membership of the I. S. A.

I believe that is all I have to say, gentlemen. I thank you.

(Applause.)

WHAT THE I. S. A. IS DOING.

PRESIDENT MORRIS: Since the death benefit subject has come up, Secretary Miller has placed in my hands a few sheets of paper which recall to me something that happened at Chicago, something that we have done several times similar to this case. There was a young man acting as a steward in Chicago in some of the large hotels and restaurants there, who was a kind of unfortunate fellow. He had the ability, but he was one of those men who could never hold a job long. I used my influence and got him one position and several of us tried to show him the good of the I. S. A. He saw fit to ridicule us and the I. S. A. in a quiet way—not in the open way, but in a sneaking way—and it is because of such characteristics that no man keeps him; that he loses out in his positions. I told him that it would help him more than he would help us if he would get into the organization; but he

needed not join the I. S. A., thinking that through that I would get him a job. I would get him a position anyhow, which I did. He went along for a couple of years in that way. He at last got out of employment, and those who had helped him could not see how they could help him any more, because it was wasted effort. He could not retain his positions. After being out of employment about six months, he became violently insane, and was confined to Dunning asylum.

One of the members telephoned to me one morning to say, that this man who had been out in the asylum, the County asylum, had a wife and three children at home. The rent was due and they did not have anything to eat in the house; would I authorize the use of my name or the influence of the I. S. A. to help the wife, although was not a member. I said, by all means, you can use my name, personally and officially, and use the influence of the I. S. A. to collect an amount of money whereby we may relieve his family from immediate destitution.

I wanted to show to this man's family, to the stewards in Chicago, and the country at large, that although a man is not a member of the I. S. A., the fact that he was or is a steward, the I. S. A. will help him in a worthy cause and deserving manner. We went out and collected between \$40.00 and \$50.00. When we telephoned the woman to come down and get the money she did not have the carfare to come down with. She had to walk down. When she walked down and we put this money in her hands, that amount looked like a million to a poor soul situated as she was. I cannot tell you how that woman thanked me for what we had done. That "is bread cast on the waters," all right.

That is the true spirit of the I. S. A. That is the way we have been working in a quiet way, not in the limelight, but in a quiet way. If you work in the limelight, we are liable to get undeserving cases brought before us, and we may get duned. We like to do it quietly and unceremoniously, but we do it, and I think that is a better way than this death benefit which you are speaking about. Let us have an emergency fund.

Mr. Klooz: I would like to say one word. We have a case of a man that is in good health. I think our worthy Secretary knows him very well. He was at ———. While he was there business got very quiet and he came to Pittsburg. While he was at Pittsburg he said to me, "Is there anything that the I. S. A. can do for me around here?" I said, "If there is, we will do it." I asked him where he was stopping, and he said that he had not yet gone to any place. I told him to make his headquarters right here with me until he was located. It was not three or four days after that that Mr. ——— of the hotel came to me and he said, "I understand you are head of the Pittsburg Stewards Association here?" I said that I was president of the club, and he said he would like to get hold of a good man. He told me that business was awfully quiet now, and that he could not pay a big salary, but that he would give the man a good room and board and a fair salary. I told him right away about ——— and we got hold of ——— and we sent him over there and he located. He said that our meetings were all right. Three or four boys were sitting in the lobby of the hotel talking one evening, when up comes ———, and he says, "I think that that death benefit business is a very good thing. If anything should happen to me there would be something to help take care of me."

Now we are all ready to help. We want to help those just as you state in this case. Is there any better way for us to help than by everybody contributing to this benefit throughout the nation? I, as a member of the I. S. A., would willingly come up and give \$2.00, knowing that that was going to be spent and taken care of by a Board of Trustees of the National Body, and it would be used for the best purposes only, for that purpose and that purpose only.

PRESIDENT MORRIS: There is where the I. S. A.



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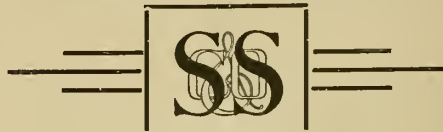
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is going to be far-reaching in its power for good. I believe that the amendment to some extent would be good, and instead of calling it a death benefit fund, I would like to call it an I. S. A. Relief Fund or an Emergency Fund.

(Several voices in unison:) An Emergency Fund.

PRESIDENT MORRIS: Whereby we could give help in cases of destitution just as I spoke of, and you have spoken of.

We have a very few minutes left. I would like to have whatever suggestions you may have as to changes in the By-Laws or Constitution, or any remarks.

KOPPEL TALKS OF PROXIES.

MR. KOPPEL: Mr. Chairman, ladies and gentlemen: I believe Mr. Hickey read that in accordance with the By-Laws. Any amendments which are made to the By-Laws must be handed in in writing, and presented to all the members. Article V, Section 7, says: "By-Laws of this association, and in accordance with the Constitution, may be from time to time changed or abolished at any meeting by a majority vote of any of the members present, without previous notice." Is that correct, Mr. Hoffman?

MR. HOFFMAN: That is correct. Any of the By-Laws, but not the Constitution.

MR. KOPPEL: Then I have now a right to speak on any changes in the Constitution without having given previous notice. Here is a paragraph in the Constitution—

MR. HOFFMAN: I will state for the information of Brother Koppel that any amendment to the Constitution—that there must be a publication of such changes or amendments in the Bulletin as we have provided for it, and the amendment must be made in writing, and notice must be given to all members at least 30 days before the matters are brought up. Any amendment to the By-Laws may be made at any time.

MR. KOPPEL: I will not attempt to have this changed then, but I would like to express my views on this paragraph.

THE PRESIDENT: That is what we want.

MR. KOPPEL: Article III, Section 1, says, the National Body shall hold its regular session in the fall of each year, commencing at 10:00 a. m., on the day named by the Board of Directors, and at such place as was agreed upon at the preceding session.

Now, gentlemen, I see that that is too far-reaching. The "fall of every year." The session may be held away up in November. Now I do not think that we should leave it that way. That, I think, is too late in the fall. I think it should always be held earlier than in November, and I do not think we should leave the possibility for its being held so late in the fall. Now, I would like to be informed on these questions. I would like to have Mr. Hoffman's opinion.

THE PRESIDENT: Mr. Hoffman will reply when you get through.

MR. KOPPEL: What I would like to know is about Article VII, Section 7, that the State Branch or Club representatives duly accredited therefrom at any annual convention may vote the proxies of all the members he may be in possession of. I say that a proxy should be voted only by a representative of the Club or State Branch that the proxy comes from.

I know that you gentlemen share in my sentiments that the present incumbent of the office may be Secretary of the I. S. A. for many years to come. I believe that Mr. Miller is a hard working man and works only for the best welfare of the I. S. A., whatever he does, but we may be unfortunate in losing Mr. Miller and not having him our Secretary all the time, and it is in these regards that I would like to see this paragraph changed; that the proxy should be voted only by a representative of the State Branch or local club from where the proxies come. That is all.

THE PRESIDENT: Mr. Hoffman, will you kindly give us a little advice on that?

MR. HOFFMAN: Mr. President and members of the Association: In answer to Brother Koppel as to Article III, Section 1, of the Constitution, I would

suggest to the member that that can be easily arranged; that is, by passing a resolution instructing the Board of Trustees. It is provided here that the Board of Trustees appoint a time and place of meeting. They may pass a resolution that it shall be between such and such a time, for instance, between July 15th and August 30th, or whatever you may pass on. So much for that proposition.

Now with reference to Article VII and Section 7 of Article VII. I would say this, that the drafters of these By-laws at the time discussed the proposition of proxies. Personally, I will say to all you gentlemen, I did not approve voting by proxy, but it had come to me this way. The majority of our members cannot attend our annual conventions, and it will be necessary that we have their proxies to vote. I suggested then that we should have a delegate or representative here appointed by each club or State Branch, and let him represent the proxies of that club or State Branch. The men then raised the question of what we were going to do with members that were not attached to any clubs or State Branches; in other words, members at large. Something ought to be done for them. If we were going to stand on that proposition that only delegates of certain clubs or from all the clubs and delegates from State Branches only shall have proxies, those members at large not attached to any club or State Branch would be disfranchised in voting if they could not be here in person. Under the circumstances, there was only one thing to do, to make the clause exactly as it stands at the present time, that all proxies in the hands of a club representative or State representative be voted by him, or that he may have in his possession. I think, myself, it would be far better if the representative only voted the proxies of his own club or State Branch, but taking it through and through, when members cannot attend and you have members not attached to any club or State Branches, I think by making the rigid rule that delegates may vote proxies of only the club or State Branch to which they are attached, that you are going to disfranchise the members at large, the member at large who is not here to vote.

THE PRESIDENT: Your point is very well taken, Mr. Hoffman, apart from legal advice. I hold in my hand a proxy from Mr. * * *, who is unattached, who is a member at large, a shining light in hoteldom, and a prominent member in the ranks of the I. S. A., and on account of these things coming up, that section, that clause would disfranchise a man like Mr. * * *. It has dawned on me since Mr. Koppel has spoken, on account of these things coming up, that that clause on the subject of proxies is good enough; the clause should remain as it is, as it would be an unwritten law in our ranks, and we would try and have representatives of the proxies from local branches or club or State Branch, have them represented by the delegate from that State Branch that is in convention. Of course the member at large could give out his proxy to the National officer, the President, Secretary or Treasurer, or one of the members of the Board of Trustees, and they could represent him.

Here is Mr. * * *, a member at large. He is from New Orleans, La. There is no club there. Then there is Mr. * * *, manager of the * * * in * * *, Wisconsin. There is no club there. We are growing fast and getting into new quarters of the earth, where it will take a little time. Why, I was alone for two or three years in Chicago. For about two years I was the only member of the I. S. A. in Chicago. Then we got together and got a branch started.

FOURTH SESSION.

Wednesday, September 9, 1908.

President William H. Morris in the chair.

The convention was called to order by President Morris at 3:00 o'clock p. m.

The following proceedings were had:

PRESIDENT MORRIS: We are going to change our

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afternoon program of this association a little bit by calling on one of the speakers who has come a distance to address us at some sacrifice, and has to make a train in a very short time.

I take great pleasure in introducing to you Mr. William M. Kimball, manager of the Hotel Worthy, Springfield, Mass., and President of the N. E. H. A., on "What the New England Hotel Association Has Done, and What the I. S. A. Can Do for Them."

(Mr. William M. Kimball then read a paper as follows:)

MR. WM. M. KIMBALL'S ADDRESS.

Mr. President and Members of the I. S. A.: I have been asked to say a few words in behalf of the New England Hotel Association to show what can be accomplished by co-operation. We are a young organization. We were first thought of on January 5, 1907, when eight hotel men from Western New England gathered together and talked over the situation in hopes that they could do something for their mutual benefit and an association was formed on the following month, and now within one year and a half we have one hundred of the prominent hotel men of New England outside of the City of Boston, who has an association of her own.

One of the first topics for discussion, in which we all thought we were spending our money injudiciously, was advertising. We were able to get together, particularly in each individual city. For instance, Springfield, where there were three hotels taking a page each at \$100.00 a year; we put all three hotels on the same page at \$100.00 for the three, and in many instances cutting out worthless advertising that had been taken by all the hotels simply on account of competitors having it, and this was accomplished merely by working together.

BEATING HOTEL "BEATS."

The next move was getting a system of reporting guests beating their bills or putting out bad checks, and this has saved our members many dollars. An instance of recent occurrence comes to my mind, where I received a report at 8 o'clock one evening and showed it to our clerk on duty who at once said, "That man is stopping with us now." I telephoned immediately to our Secretary at Greenfield to find the name of the hotel that had been "beat," as our reports all come numbered and do not give the name of the hotel. I found it was in Pittsfield, where I telephoned at once and told them the "beat" was with us, and if they would have their police send a warrant they could get him right away. In less than half an hour from my receipt of report our chief of police came walking in looking for this "beat," who was out at the theater, but in one minute after he arrived at the hotel he was on his way to the police station and now is doing time. In two days he had contracted a bill of \$15.25 and his baggage would have warranted a stay of a week, which at the rate he was living his bill would have been over \$50.00—thus a saving of our association dues many times over in that one case, and no knowing how much to others by having him locked up. We have at least four hotel beats doing time now.

From June until November the major part of our business is derived from automobile tourists, and the extent of this depends largely on the roads leading to our different cities. The scenery to the Berkshires is not surpassed, but the roads have been so that parties going over them once would not make another trip, consequently we presented a special bill to our Legislature asking for \$50,000 appropriation for a State road, and we were informed by one of our members, who also was a member of our State Senate, that there was much opposition, so the New England Hotel Association at once took hold of it and convinced the members of our Legislature that it was for the benefit of the State to have it, and it was voted on favorably, but came to our Governor for signature, and it was found that he did not favor it, and would surely veto it, when our association took it up with him and showed the strength of the hotel men, and as he is looking for election this fall, we were able to have him sign it,

again demonstrating the worth of our organization.

THE HELP QUESTION.

The matter of undesirable help is equally important. We had a report from one of our members recently about a chef who, in the manager's absence, got drunk and left the hotel. I know of three hotels who had applications from the same chef written in such an attractive manner that it would appeal to you, and if you were in need of one, would consider him favorably, but having that report in front of you, what chance had he of getting a position with any member of the New England Hotel Association? I know of another man who in making a personal application would impress anyone as a first class man, but has done things in a kitchen that would make him undesirable for anybody. This man has been without employment to my certain knowledge for over four months, from the fact that he was posted by the New England Hotel Association, and he wonders why he cannot obtain a position. Here is the department where the Stewards Association can work with us to the mutual advantage of both proprietors and stewards. What I have tried to impress upon our members was the importance of reporting each and every undesirable employee, and in this way we could bring them up to a much higher standard. The same thing applies to the Stewards Association. Every member must work for each point they are striving to accomplish, and don't let up until you have something to show at every meeting. We have saved in one city in the vicinity of six thousand dollars annually by competitors getting together and taking off free buses, when there was no sense in running them, except for the fact that each man was afraid of the other until our association got them together.

Another case of mutual advantage, our association has made us acquainted with each other in a way which would never have come about had it not been for this association, and has removed that selfish interest, so that now if we get something new we are anxious to let our members know about it. The same spirit should prevail among the stewards. You all have mutual interests, and the way to further them is through your organization. (Applause.)

PRESIDENT MORRIS: I am sure every member in the ranks of the I. S. A. will feel grateful to Mr. Kimball for taking the time and trouble to come and address us this afternoon and speaking of the very important topic of co-operation. He has demonstrated to us in his address the benefits of co-operation and the great results that can be gotten therefrom. I am sure you, one and all, join me in our sincere thanks to the gentleman for coming to address us. (Applause.)

WE ARE MARCHING ON.

When I look back two or three years in our history and think of the events of today, it is very encouraging. Within the last two or three years we have been plodding along with the motto, "I shall accomplish," before us, and in trying to live up to that motto we have won to some extent the esteem and regard of our employers, the hotel proprietors and managers. It is demonstrated to us this afternoon that such is the case by having these distinguished men on the platform to address us, coming here to give us the benefit of their knowledge and advice, taking an interest in our work, in our needs and objects and achievements, and to have them pulling with us, traveling with us, giving us their moral support and co-operation. I do not see how the I. S. A. can lose, but in the meantime we must fight; we must try to live up to our ideals and aims and objects to maintain that esteem and regard which we seem to have won from our employers.

I now take great pleasure in introducing to you for an address Mr. E. M. Tierney, of the Hotel Marlborough, and President of the H. M. M. B. A. (Applause.)

MR. E. M. TIERNEY: It seems to me that I distinguish in that applause some delicate blending of soft hands. To the ladies present, for their enthusiastic reception, permit me to extend my felicitation.

J. L. PENTECOST L. J. PENTECOST WM. H. PENTECOST

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I. S. A. Aims and Objects.



Although the aims and objects of our association have been previously explained and heralded through the hotel press of the country as well as in our literature and scattered broadcast, it will not be superfluous to expose them once more. During the past years of our existence, one of our aims, as you well know, has been the fight against impure and adulterated food stuffs, and the I. S. A. is in a small measure responsible for the enactment of the laws, by States as well as by National government, and we are still continuing to fight for the principle. We hope to assist in bringing about legislation for the establishment of a standard for correct weights and measures, we also hope to establish in the future in some city centrally located, a national reference and employment exchange, where the men of the different branches of our profession out of employment may register, as well as those employed and wishing to change. With the support of the employers throughout the country this aim can be brought to a successful termination with great benefit to both the employee, as well as the employer. The main object to-day of the I. S. A. is the establishment of an employee's training school where every branch of hotelism and catering business can be taught on the order of the apprenticeship in vogue in Europe. This in itself is a vast undertaking but larger propositions and questions have been handled and brought to successful issue by united and harmonious actions of men. While this has only been a dream in years gone by it is to-day staring us in the face as a realization, having received moral support and encouragement by the various states of the country, as well as of the H. M.

M. B. A., and in this its infant stage we have already obtained financial aid. On the roll of honor for the financing of this school you will find at the head of the list the name of one of the most prominent and successful hotel managers in the United States, Col. Lyman T. Hay. We hope to interest our National government in this vast undertaking by establishing a branch of cookery for the army and navy in peace as well as in war. We also hope to interest the American Medical Fraternity by the establishment of a teaching class in cookery for the sick and invalid, at home and in the hospitals. Our association aims to bring closer together the men engaged in the art of catering and becoming better acquainted with one another, exchanging ideas and matters of interest to both, we aim to be charitable to those in need without publication, to create a brotherly feeling, to make a better man out of the good man, to abolish graft, educate and perfect the men who today work as our assistants and subordinates. Our educational features at our meetings are bound to be of vast benefit to one another and should be encouraged to the utmost degree to be kept up by the different educational committees. When some one asks you the question what good is it, simply point to this article and ask the questioner to read it carefully, if he has in him the pride, respect and honor that every professional man should have towards his chosen profession he will not repeat the question, but ask you for an application blank to join our I. S. A.

Yours very truly,


JACOB MILLER,
National Secretary.



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MR. TIERNEY'S ADDRESS.

Mr. President and members of the I. S. A., you have said a kind word about the hotel proprietors who are here today. We are here, not so much in numbers, perhaps, as we would like, but we are here in quality. We have got more present than are on the platform. There are some of the largest hotel keepers in the rear. Their modesty prevents them from being up here with us. I refer to Mr. Bain, President of the State Hotel Association, and to Mr. Reid of the Park Hotel of this city, two very distinguished and most valuable members. (Applause.)

I have some things in mind to say to you this afternoon. I do not know how far I shall get along with them, but I think I may say something of interest to the stewards. I ought to, at least.

We find by reference to the reports of your Secretary and President of yesterday, that you number 754 members, which is to my surprise and is very gratifying because I did not think you numbered so greatly. That indicates to us that you are a powerful organization; that you are capable of doing things. You cannot unite 800 men together under one banner without some good coming from it, if they act rightly. I will say more about that later. I want to say right here that the steward of today may be the hotel manager of tomorrow. (Applause.)

THE STEWARD'S OPPORTUNITY.

It rests with the steward himself as to how far he shall ascend the ladder toward the destiny which he is seeking. We all know that is to be the proprietor and the boss himself. It rests in your own hands to do this. We know that the fundamental knowledge of hotel keeping today—and I say that openly and above-board—rests in the back of the house. (Applause.) Call it by whatever name you will, kitchen, pantry, storeroom or what, or the back part of the house. The success of hotel keeping today emanates from that one department. You can have hand shakers in the front. You can have men who can smile and tell us what good fellows we are, but you have got to go into the fundamental part of the business if you are today going to make a success, especially in the larger cities.

We find—and I am going to give the clerks just a little rap—this is not their meeting—we find very few clerks emanate into great hotel keepers. Why? They do not go into the back part of the house and learn the fundamentals. We try to urge them to do it. In my own province as employer of hotel men for twenty-five years I have known only perhaps two that ever took an interest to go into the back part of the house and see how they made up the dinners, in spite of all the solicitation and all the urging I may have put upon them. As an exemplification of this theory I am today starting my son, who will be 21 years of age on the 16th of this month, September, by putting him into the kitchen. He is in the kitchen, working there day after day, taking the routine as laid out for him by the supervising steward. I know that if he is ever going to be a hotel keeper and be heard of in the future, he has got to know that part of the house. He can learn hand shaking later on; but that he must know. That is my idea of it. He can learn bookkeeping later on, if necessary. Now is the time to educate him, to learn the science of hotel keeping, which is stewardship. (Applause.)

We have a good many in this country, members of our association, who are good fellows and good hotel managers. They are allied with us sympathetically as well as sentimentally, and we meet with them annually, and we touch shoulders, shake hands, and we are all the better for it when our meeting is over. A good many of these fellows are from Canada, and I always include Canada and want Canada as an appendix to our United States, and I want to say all I can say about the H. M. M. B. A. We have, I presume, about 1,500 members. We have a reserve fund of \$40,000. We have paid out in benefits \$700,000 since the organization of our association twenty-nine years ago. We are doing a good work. We started

a new era, I may say, in the work of the H. M. M. B. A. In Saratoga last July we took advance ground upon the questions that are agitating the public mind all over the land, and especially here in the State of New York, because involved in those questions is the very essence of personal liberty, the individual rights of the man in his home, in his hotel, which we call, by way of sentiment, a home, in his affairs with men. The attempt to abridge the rights of the individual today is an important question for us all to consider, and we of the Hotel Men's Mutual Benefit Association took advance grounds on that issue at Saratoga, and the reverberation of our action has been heard all over the United States, as has been attested by the numerous letters which I have received from prominent men in various conditions of life, not in regard to hotel men alone, but to men in all kinds of business; so you see, gentlemen, we took advance grounds. We stand now upon the level that is going to gain for us greater prosperity and success in the future, give the association a greater influence and power for doing good. So much for the H. M. M. B. A., unless I may add that every steward here who is qualified—after a member's certificate is given him, he is qualified to become a member of our association. Right here now let me do a little missionary work, if you will give me the privilege to ask you all to join our association (applause), and I will delegate, because he is, as I hope, my worthy successor, Mr. Reid, of the Park Avenue Hotel, to distribute tracts and pamphlets relating to our association after the meeting adjourns. (Applause and laughter.)

NEW YORK HOTEL MEN WELL ORGANIZED.

Now we have another association. We are all association men today. We have here in New York City what is known as the New York City Hotel Men's Association. What are we doing in New York City? What have we accomplished? We have over here on the corner of Fifth Avenue and Thirty-third street, opposite the Waldorf Hotel, one of the most beautiful club rooms in the country, fitted up elaborately and luxuriously, to which every hotel keeper, every steward, every man of allied interest with hotel keeping in the United States, from whatever part he may come, is welcome to enter, to receive his letters, if may be, to write his mail if he wishes there, and to feel that there is a welcome for him when he enters our portals. We have planted over here on this corner what we claim will be, or is today, we all know that, is today the nucleus of organized social and political power among the hotel keepers of the United States. We take that position today. We want that feeling to become disseminated from one end of the country to the other as fast reaching out to every city and hamlet of the country. The very things we are doing—I am not saying it to blow or to aggrandize ourselves, but to let you know what we are doing, are striving to attain and will attain. There is no doubt about it.

Now, gentlemen, it has been truly said that no education is adequate to the needs of life which does not produce decision of character, courage, self-control and perseverance. This is a good motto for all of us to observe, to get an education along the lines of our chosen profession if we hope to be successful in the end. Therefore, education should be the watchword of the hour and we must, if we will—I will go further and say now that right here is the best field, right here in your fraternity, in your profession, for constant education in your especial work. Every steward has it within his province to become self-educated, not only because of the education for himself, but because of the benefits that will accrue to his employer, to the pleasure and satisfaction he gives to his patrons. It is a good idea for us all not to talk about what we would do if we were somebody else, but just what we can do for ourselves. That is an opportunity that you have right before you, gentlemen, in your own power, to do this very thing for yourselves. We should remember that those who do not practice this theory and put it into practical use fall

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by the wayside and do not go to the heights that they have in mind. Now we should also go further than that; we should remember people who never do any more than they get paid for never get paid for any more than they do. That applies to us all in whatever sphere in life we are placed. No matter where or how, and in saying this there is no personal reference intended, but only to remind us that we must all do something for ourselves. Whether we get paid for it directly or not, compensation will follow. That should be the force behind us in our everyday action. We find that the man who most attracts the attention of his associates and merits and deserves promotion is the one who does not measure his achievements by any time limit.

Now we are coming down to the essence of this work. Much has of late been said of the establishment of a school of cookery, a training school. I believe that this theory should find fruition through your association as the superior medium to bring it to a successful issue. Whatever may be the outcome of your deliberations on this important question, one thing you may feel sure of in advance, and that is, all hotel keepers will gladly hail the day when you will send forth to the culinary world your first graduates as competent cooks. If your body will formulate a feasible plan for the education of cooks, then surely will you have brought into practice the meaning of your slogan "I. S. A."—"I shall accomplish"—(applause)—what is better still, "We have accomplished."

This is not, however, the only way in which you can aid the hotel keeper and restaurateur in their business. You can be of great assistance to them by co-operating with them to protect their business and property against unjust and dangerous legislation. Our material interests are so intimately allied that what is bad law for the one is bad law for the other. Therefore we stewards, hotel keepers and restaurant keepers and allied interests should always stand together unitedly for common defense against the enemy whenever and wherever and however he may show his malice or his power.

LESS ITEMS ON MENUS.

I believe your association has great scope for working out reforms in the culinary art, not only through an intelligent effort towards greater perfection in the preparation and service of food, but also in the adoption of a rule or system for the exhibition of fewer dishes on the bill of fare for every meal of the day. (Applause.)

There is no doubt but that all our present day bills of fare contain altogether too many food items. A lesser number would insure better food and better service because, as you know, as well as I, our cooks could then have more time to give attention to the necessary details, if the guest is to be pleased. Besides, our caterers would then have an opportunity of giving a distinctive and characteristic phase to their business through the introduction of specialties that would carry with them the stamp of the chef and the place. I believe that can be done. There is no doubt about it—special dishes characteristic of the place and the chef, with fewer items and more attention to the necessary work, with the co-operation of the proprietor. All this would advantage the guest quite as much as the caterer, because the guest would then receive better food at more reasonable prices, and the caterer could afford to give these very things without pecuniary loss.

We have witnessed many commendable changes for the better in our American plan bills of fare through the use of fewer dishes. I can speak by the book of the American plan bill of fare because it is only recently that I graduated from that plan to the European plan. I took a defined step, as you might say. If this evolution is a good thing for the American plan, what is to hinder its adoption at once in the European plan? I do not see anything to hinder it. I believe it can be done successfully. I further believe that you gentlemen in your respective capacities are the very ones to

do it if you will take hold of it. That rule will be adopted very soon and without any antagonism to existing conditions or systems.

Now I want to leave this thought with you for your consideration in such manner as you may deem it best. I think it is worthy of your consideration, if not as an association collectively, as a body, by yourselves individually, in your respective home capacity as stewards.

Whether this meeting shall prove an event worthy to go down in the history of your association as one productive of great good to you, or whether it shall only prove a passing incident of no historical value, depends upon the wisdom and discretion with which you shall deliberate and act.

If you will perform the business before you with brave hearts, hearts and minds full of determination to keep aloft the high purposes of your association, there can be no doubt but that your achievements will bring greater peace and prosperity to each of you in your daily walks of life.

(Applause.)

I believe you will do a valued service to yourself and to every man engaged in your avocation if you will keep aloof from all entangling alliances that may in the end bring discord and create a spirit of enmity among your members. Harmony and loyalty and good fellowship are essential requisites among men when once you unite for a common purpose, if you ever expect to reap the height of your aspirations and desires.

Now in conclusion let me say that into the everlasting fabric of your association may these sentiments be carried out, and today they are interwoven out of the warp and woof of your affections and your love for each other, and you can carry them on and on, not only from this meeting today, but for all years to come, and you will find the assurance and endurance which will stand by your faith in them. I thank you.

(Prolonged applause.)

THE PRESIDENT: Now we know our convention has not been in vain. We have achieved some good this afternoon, if we only try and remember what Mr. Tierney has told us.

Before calling on the next speaker, National Secretary Miller will read a few communications to you.

SECRETARY MILLER: I have here a letter from the Winona Technical Institute on the training school question. At Chicago we had Professor Smith and the Winona Technical Institute in Indianapolis. He gave stereopticon views of the grounds and buildings of that institute, explaining how a training school for hotel and restaurant keepers could be established and conducted without very much material cost to those who are some distance from Indianapolis. The cooking proposition of it is only one branch. This training school evidently has been misunderstood. It seems to be understood that the International Stewards Association is aiming to start a cooking school. We are aiming to start a training school for male and female scholars in every department of hotel keeping. Teach them to work just the same as if operating a hotel. Work along the same lines upon which a hotel would be operated. There would be a laundry where you would teach them how to handle linens, blankets, etc. That would be one department, for instance. The cooking department would be simply one branch of the training school. So, in order to set that right, I want to impress on the minds of the New York members, who have been informed as to the cooking school, that it is not so. The idea embodies in its entirety a training school for all classes of hotel operation.

(Secretary Miller then read Mr. Smith's communication as follows:)

Indianapolis, Ind., Sept. 7, 1908.

Mr. Jacob Miller, Secretary I. S. A.

Dear Secretary Miller: In response to your favor of July 22nd, and bearing in mind the meeting of this week at New York, I am writing you regarding the proposed School of Cookery here. While the progress has been decidedly slow, since the matter was broached some two years ago, the financial situation for the past

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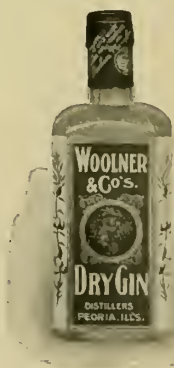
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The choicest Juniper berries grow abroad, but Americans know best how to distill them into Gin; That's why, we import the berries, but distill WOOLNER'S DRY GIN in Illinois.

year has justified us in not going ahead until things looked better.

When the I. S. A. get ready to make the move, there can be organized here with proper foresight, the best training school of its kind in existence.

The vast campus of seventy-six acres, with its beautiful trees and buildings, easily adapted to the uses of a trade school; the hum of other trade departments, already organized under the co-operation of large National Associations, viz.; molding, machinist, printing, lithography, bricklaying, tile and mantel setting, pharmacy-chemistry, together make an ideal place for a beginning. Indianapolis, a city in the heart of the country, easily accessible from all parts, with minimum time and cost, is not to be overlooked.

Last week the National Association of Master Bakers, in convention here, made a move to organize a trade department, and the matter has been placed in the hands of the Executive Committee. It seems to me that here is a chance for a grand alliance between the H. M. B. A., the I. S. A., and the Bakers for a school in which they can all co-operate.

It is unnecessary for me to go over the matter of advantages we offer here, as your association is familiar with them. Various state associations have passed resolutions commending the movement, and the next step is to take action.

The following National Associations are now affiliated with our Institute in the development of departments in their trades:

National Founders Association.

National Association of Employing Lithographers.

National Brickmakers Association.

National Metal Trades Association.

National Tile Manufacturers Association.

United Typothetae of America.

Master Painters Association.

The Institute has been in operation some four years, has expended some \$326,854 in permanent improvements, \$259,378 in operating expenses, has had 1,124 students on the roll; last year 495 from 35 states and six foreign countries, graduating in 1908, 225 students. It would seem as if this showing places the school beyond the experimental stage.

We, here at Indianapolis, and especially at the Institute, would be very much pleased to have your association select this city as your next convention point, as the city has long had the reputation of knowing just what to do to make the convention at home. More associations have selected this place than any other.

There are special reasons why the convention of 1909 would make history if Indianapolis were chosen.

With best wishes for the success of your meeting, I am

Yours sincerely,

W. C. SMITH, General Director.

P. S.—I am sending, under other cover, copy of our graduating picture of 1908, which you may care to use in furthering the cause.

SECRETARY MILLER: I have here several communications which I will read.

(Secretary Miller then read communications from the following:)

St. Louis Stewards Club—By President Wm. J. Reel and Secretary G. J. Knapp.

D. H. Andrews, Salt Lake City.

Louis Fisher, Cleveland, Ohio.

O. W. Gueldemeister, Rochester, N. Y.

George W. June, Indianapolis, Ind.

Frank G. Bothwell, Columbus, O.

Albert Pick & Co., Chicago, Ill.

Edward R. West, Chicago, Ill.

Will V. Zimmer, Atlanta, Ga.

Chas. A. Allen, Chicago, Ill.

John A. Hill, Chicago, Ill.

George J. Mitchell, Memphis, Tenn.

Col. Thomas Leslie, Philadelphia, Pa.

Gilbert Cowan, Chicago, Ill.

F. S. Murphy, Chicago, Ill.

PRESIDENT MORRIS: Before proceeding to the next item on the program, it gives me great pleasure to invite Mr. Reid and Mr. Bain to come up on the

platform. We hope they will come up and keep Mr. Tierney company.

(Mr. Bain and Mr. Reid were received upon the platform.)

THE PRESIDENT: I now take great pleasure in calling upon a gentleman from Richmond, Va., to address us on "Why an Up-to-date Steward Should Belong to the I. S. A." Our friend has a worthy topic, and I am very much interested in it. I now introduce to you Mr. P. M. Fry, manager of the Hotel Jefferson, Richmond, Va., vice-president of the H. M. M. B. A.

MR. FRY READS A PAPER.

MR. P. M. FRY: Mr. President, ladies and gentlemen of the International Stewards Association: As I understand the objects of your association, there are many reasons why an up-to-date steward should belong to the I. S. A. I am a firm believer in co-operation so long as co-operation does not get us into politics. I am not a politician; only a hotel man. Co-operation is productive of great good, if the ideas are intelligently and conscientiously understood. Do not be slow in trying or adopting the ideas of some steward if they look good to you, and improve upon them if possible. Oftentimes a poor suggestion to a brighter mind results in new ideas and improved methods. There is a saying which is true the world over, that good money stands waiting for the man with ideas and ability at all times, and everywhere. The bottom may drop out of the stock market, prices may go all to pieces, crops may fail and business be bad, but even under such conditions, an honest, intelligent, up-to-date steward, possessing the full knowledge of the business and paying strict attention to his duties, can use his brains always at a good salary.

Upon you, gentlemen, depends largely the success of every hotel and restaurant in the country. It matters not how much money is taken in over the cashier's desk, if there is not an honest and intelligent steward in charge of the back to watch out and stop the leaks, that hotel or restaurant will not be a success financially. (Applause.) It matters not how suitable the surroundings may be, the prices charged, if you have not an up-to-date steward who can satisfy the most fastidious taste of an ever criticising traveling public as to foods, drinks and service, that hotel and restaurant will not be a success numerically.

The best advertisement for a hotel is its table. If you would succeed, you must play to the greatest possible number of people, and if you can satisfy the tastes of the traveling public, your proposition knows no bounds.

You gentlemen have acted wisely in organizing such an association. The great benefit derived from your meetings, rubbing elbows with your co-workers and exchanging ideas, makes an up-to-date steward. At the present time of progress, development and competition, it behooves everyone to join in and keep up with the procession of advancement or get sadly left far behind. Experience is the truest standard by which you judge the great benefits of such an association. Join it, for divided we fall, and in union there is strength; raise your standard high and live up to it, and I believe the day is not far distant when your association will receive the co-operation of every hotel man in the country. (Applause.) And then, and only then can we hope to promise to each other that we can labor faithfully, persistently and earnestly to beautify and build up our business and our associations.

I thank you. (Applause.)

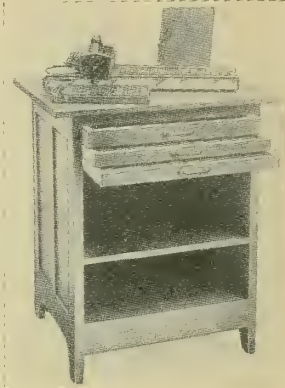
THE PRESIDENT: Before we proceed any further, I have several communications here which I will read.

(President Morris then read communications from Col. Thomas C. Leslie, Mr. O. W. Gueldemeister, and Mr. W. V. Zimmer.)

PRESIDENT MORRIS: There is a pressing invitation to the members and their families to stop at the new Hotel Seneca, Rochester, N. Y., tendered by Prop.

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Grown in Michigan

E. T. Osborn, through Mr. Gueldemeister, to inspect the new hotel.

MR. MINNEHAN READS A PAPER.

I will now call upon Mr. Luke Minnehan, proprietor of the Hotel Wendell, Pittsfield, Mass., who will address us on "The I. S. A. from the Proprietor's Standpoint."

(Mr. Minnehan then read his paper as follows:)

I do not wish to be quoted as speaking for the hotel men, but I am willing to impress my own individual opinion as a hotel proprietor, and also tell you of the complimentary remarks made by some of my fellow hotel proprietors at Saratoga after the address of your Secretary, Mr. Miller.

Two years ago, when my steward came to me and asked to get away for a few days to attend the International Stewards Association Convention was the first knowledge that I had of your association, and I wondered what the outcome of such a meeting would be. But upon his return from Niagara Falls, full of enthusiasm about the aims and the objects of the I. S. A., I awoke to the fact that you were banded together for a noble purpose, that of uplifting the steward's profession and educating its members. I found a great deal of pleasure in often discussing this matter with him, and I wondered if the other members of the I. S. A. were showing the same amount of interest and enthusiasm that he was, and if such was the case, what a great help the International Stewards Association might be to the hotel proprietors. Some months later he called my attention to the possibilities of a training school, and I immediately became greatly interested. I at once saw the possibility of the relief so much sought after by the hotel proprietor, situated as I am in a small city. After my steward had located in another city, knowing my interest in the I. S. A., he frequently mailed me copies of the Stewards' Bulletin, and when I had found the training school question had been referred to a committee, and I could find no record of report of this committee, I often wished that I might be in a position to pull a few wires or put the screws on this committee and force from it a favorable report. If this committee had been composed of stewards located in small cities, I am quite sure a favorable report would be made. The New England Hotel Mens' Association, of which I have the honor of being vice-president, meet every month, and the question of dissatisfaction and incompetent employees is always sure to be discussed, and usually, upon meeting a fellow member of our association and asking his health, etc., he replies by asking you if you can tell him where he can get a new steward or cook or someone in this line. He will tell you about the employe that has just been sent him, who in reality is no better than the one he has just discharged. Being aware of all these conditions by actual experience is why I was so much interested in the possibilities of the training school proposition, and I told my steward at the time that I would be very happy to subscribe for one or two scholarships, and that I was sure I could find at least 25 more who would be equally as willing as myself to do the same; if the gentlemen of the I. S. A. who are interested in the training school proposition want to do something to make the life of the hotel keeper in the small city worth living, they can put their shoulder to the wheel and push for it, for I feel that in the realization of this school lies the future happiness of the average hotel keeper.

Before I close I wish to refer to an article that I read in the report of the Niagara Falls Convention, wherein it stated that I. S. A. stood for something more than International Stewards' Association; I refer to your motto, "I shall accomplish."

Now, in reference to this proposed training school, I look forward with great anticipation to the day when you can add three more words to your motto: "We have accomplished."

(Upon completing his paper, Mr. Minnehan made the following remarks:)

Before concluding I want to say that it seems funny that two minds should run along upon the same line, but the finishing of my remarks are about the same as those of Mr. Tierney, made a few moments ago.

Before I close I wish to refer to the article that I read in my report of the Niagara Falls Convention, wherein I said that the I. S. A. stood for something more than National Stewards' Association. I referred to your motto, "I shall accomplish." Now, in reference to this proposed training school, I look forward with great anticipation to it when we can add three words more to this motto, "We have accomplished."

Gentlemen, I thank you. (Great applause.)

PRESIDENT MORRIS: I do not think we should allow these gentlemen, Mr. Bain and Mr. Reid, whom we have called to the platform, to sit here unless they say a few words. I take great pleasure in calling upon Mr. Reid for a few remarks.

MR. REID: I ask you to excuse me, please. I would request that you call upon Mr. Bain to address you.

THE PRESIDENT: Mr. Bain, we will be very glad to hear from you.

MR. FRANCIS BAIN: Mr. President, ladies and gentlemen: I came here at the invitation of Mr. Tierney to listen to his remarks. I was certainly well pleased by them, and very glad I could come. I know that you all feel the same way. However, he had made his little speech and gotten it off, and was very chipper to bring Mr. Reid and myself into the limelight. I do not think that was fair. We were not prepared, and had not given thirty or sixty days preparation to an address to be delivered to you. Consequently you will have to forgive us for our shortcomings in this way. (Laughter.)

THE RUSTY KEY.

I will try to make a suggestion of something which I have often thought of, and I am a great believer in. In your organization, in meeting together, rubbing your elbows with one another, it certainly brightens everybody up. This was illustrated very keenly to my mind by a little bunch of keys that I had. I found an old key the other day in my pocket that was all rusty and black, and I could hardly open the lock, but I wanted to use my locker in the club to which I have not been for some time. I put it on my bunch of keys the next time I went up there. In a few days, by its constant companionship with the other keys, it had become as bright as the other keys. (Applause.) That shows what might be done by our meeting together and exchanging ideas and getting a little wisdom from each other. By that means we pick up a whole lot and become useful citizens to ourselves and our country in every way.

One thing I find in living in the country and having a small hotel and not having a steward is the difficulty in finding cooks and servants of all kinds. I believe that was the idea of a training school, and that it is a most admirable way. I think it would solve the problem of cooks, which is, to my mind, one of the greatest educations to which one can apply himself, because from cooks stewards come, and from stewards proprietors of hotels, and it is the hardest work to find a man that will do your work. They want your money, but they can't do the thing successfully. Cooks get much larger pay than any other person in the hotel, with the exception of the steward. Why don't they take a course in training, and so, gentlemen, we have an opportunity to get together and help each other. Then we will have an opportunity to go and pick them out when we want them without so much labor.

Ladies and gentlemen, you have listened to hotel men from all over, from the different parts of our country, from the south, New England, and New York, and I am sure you ought to be pleased to think that these gentlemen have come here to speak to you today.

I thank you for your attention, and I am extremely glad to have seen you. I am glad I came because it

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has taught me something I did not know before.

THE PRESIDENT: Before we proceed any further, fellow members, I will call upon you for a rising vote of thanks to the gentlemen who came here to address us this afternoon. Let us rise.

(Everybody rose, tendering a vote of thanks to the gentlemen who had spoken.)

PRESENTING OF DIPLOMAS.

THE PRESIDENT: The next order of business will be the report from the Chairman of the Committee on Diplomas.

(Mr. F. F. Falisse read the report as follows:)

Mr. President, Members of the I. S. A. and Invited Guests: Your Seventh Annual Convention has deemed it necessary to fix up by something more durable than passing words, the immense work done by some of the members of our association, and has intrusted this to a committee. We are here today to fulfill the duty which was then imposed upon us.

Your committee has decided that a set of engrossed resolutions should be presented to these members, and an outline of their work given in open convention.

This association originated in Buffalo in September, 1901, and the main spirit who then and there became its first President was Will Zimmer.

In his first letter to the craft, he said, "There should be an emulation amongst the stewards all over the states to band them together, and make them the largest protective and professional associations ever attempted." The fulfilling of his wishes is near.

He also outlined the general policy of the I. S. A., and when he relinquished the gavel, Louis Fisher took up the work where it had been left and successfully carried it forward during his two terms of office. Each of them, as well as his successor, had in Albert Menjou, the chairman of the Board of Trustees, an able and earnest coworker, who, always on the breach, has helped make our Association a necessity, and has inaugurated the publication of this beautiful work, our Annual History Book.

These three, as well as others, by a husbandry of faith, work and good will, have made this Association grow like Jonah's gourd into flourishing local clubs and state branches.

And not only have Menjou, Fisher and Zimmer, members of the I. S. A., done great work for our welfare, but outsiders also have taken interest in our undertakings.

And this leads me to say a few words of our Surgeon-General, Dr. J. J. Leppa.

Having attended our first meeting at Buffalo, he was so impressed by the purposes of our Association, that he has virtually become one of us—never omitting one of our conventions and bringing each time with him a fund of valuable advice and information for our special line of business. To him also goes the gratitude of the Association.

Mr. President: The work of your committee is finished. We thank you for the honor conferred in allowing us to express in slight measure the appreciation of the efforts of these pillars of the I. S. A.—Will Zimmer, Louis Fisher, Albert Menjou and Dr. Leppa, and ask you to deliver to them these resolutions.

PRESIDENT MORRIS: I would like spread upon the minutes a vote of thanks to the committee of three for doing their work so efficiently and creditably.

We now come to the presentation of diplomas as voted upon in our last convention.

This first diploma is to be presented to Mr. W. V. Zimmer of the New Kimball House, Atlanta, Ga.

Mr. Zimmer, once steward of the Russell House in Detroit, Mich., called for a meeting of stewards to convene at Statlers, Buffalo, N. Y., where we had the first meeting of the stewards' convention. Mr. Zimmer was our first president and we regret very much that he is not here today to receive this diploma as was voted in our last session of the convention in Chicago. I will have to ask Mr. Falisse, our national vice-president, to see that it is sent on to Mr. Zimmer.

(The diploma was then given to Mr. Falisse for transmission to Mr. Zimmer.)

PRESIDENT MORRIS: Fellow members, I want you to see this beautiful diploma, presented to one of our most honorable members, Mr. Menjou. Mr. Albert Menjou, we present this diploma to you to show our appreciation for the good work you have done for the I. S. A. as Chairman of the Board of Trustees for six years. You have discharged your duties faithfully, earnestly and conscientiously and have always been to the front, always fighting to push onward our aims and objects. We are proud of you and hope that you will live long and be happy, and that you will render valuable aid and assistance to the I. S. A. for many years to come.

(The diploma was presented to Mr. Menjou amid great applause.)

MR. ALBERT MENJOU: Mr. President, ladies and gentlemen: This little presentation, impresses me so much that I am full of emotion. My heart is too full to express the true sentiments that I would like to. I believe the kind words and expressions of everybody at this meeting today, by our President, our members, covers nearly all I have to say. I have attended these conventions from the beginning of the organization. I have been an employer and an employee, and been in a position to be present at every convention, thank God. They have pleased me so much and I have learned so much from my members that I have made a success of my little place through my environments and my associates. I have never failed to reciprocate to the members at any time any courtesy as long as they could show me a card in good standing. (Applause.) I am always ready at any time to do it over again financially or otherwise, as to the merits of the case. We are now in New York, the metropolis of the Union, the city in which we can learn something every day. I originally came from New York, having been in the profession for the last 25 years, beginning on 40th street and Fifth avenue. When I come back to New York I see a great many changes, all for the better, and then when I return to my little place of business I try and introduce the novelties I have found here. They have helped me to success, and I am now in the position where I can deliver the goods to the other man. Two years ago I was in Europe and France, and I brought over many novelties from there, which have also helped me. We take these things to the west and we benefit the western man.

Ladies and gentlemen, I cannot tell you how I feel. This testimonial is beyond estimation and value. I thank you from the bottom of my heart for your kind feelings and kind attention and I hope to meet you again at your next convention wherever it may be.

(Applause.)

THE PRESIDENT: The next name on the program for presentation is Mr. Louis Fisher, manager of a club in Cleveland, Ohio. We regret very much that he is unable to be present on account of illness at home. Here is a diploma to be presented to Louis Fisher, past president of the I. S. A., who was also a good and faithful worker in the ranks. We today are reaping some of the benefits from the seed he has sown. I say that so that you shall not get disappointed if in the sowing you do not see the reaping. It will come surely. Mr. Fisher was one of the best and most earnest workers we had and I regret that he is not here. We will have to call on our National Vice-President, Mr. Falisse, to see that this diploma is forwarded to him.

(Diploma turned over to Mr. Falisse to be forwarded to Mr. Fisher.)

PRESIDENT MORRIS: The next name on the program for presentation, which you gentlemen voted in our last annual convention that he should receive—there is the diploma—is a man whom we all love and like to have in our midst, one of the faithful kind, attending every convention. No man has the success of our organization nearer to the heart than he has; no man is more anxious to advance our ideas

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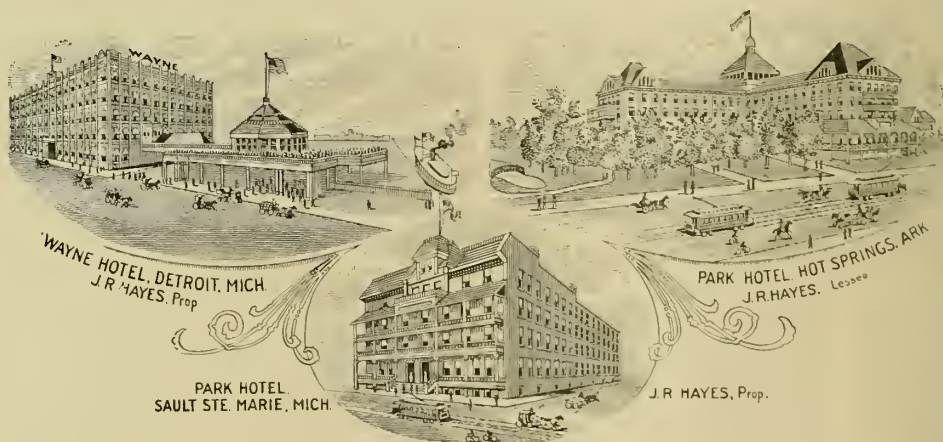
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and aims, especially on the pure food question than he is. He is always happy when responding to a call from the ranks of the I. S. A.

I take great pleasure in presenting to you, dear Doctor Leppa, a diploma.

(Diploma presented to Dr. J. J. Leppa.)

DR. J. J. LEPPA: Mr. President, ladies and gentlemen and members of the International Stewards' Association: I have been formulating a fixed number of words that would give the sentiment of my mind to you, and I am like the man who has just preceded me who said that he would be as brave as a lion, but I am still formulating in my mind what to say.

Over a quarter of a century ago when I left home and my good mother was alive, she placed among the leaves of the holy word of God a ten dollar bill that I found long afterwards, but her closing words to me when I left that home was, if you don't succeed there is a roof for you, and after 25 years have passed I face a party of progressive thinking people, and it gives me untold pleasure to express myself in these few words for this beautiful emblem of your affections, esteem and love for me which I never will disgrace. I can only thank you from the bottom of my heart for the kindness and cordiality that you have visited on me during the many years I have been with you.

I thank you. (Great applause.)

MR. KOPPEL: Mr. President, I would like to say a few words.

THE PRESIDENT: Mr. Koppel.

MR. KOPPEL: Mr. President, ladies and gentlemen: I am, I believe, one of the youngest members of the I. S. A. We have a saying in German—I consider myself a child—that a child should be seen and not heard. However, in the short time that I have been associated with our association, I have found amongst the members a number of men that have been doing hard work right along, working earnestly and faithfully. These diplomas here today call to my mind that some other members ought to be honored in the same way at the next convention of the I. S. A.

I say to you that I firmly put in the first place our noted President, Mr. Morris.

(Applause.)

I think I do not state too much when I say he has been, if not the best, one of the best Presidents the association has ever had.

(Applause.)

As I said coming out on the train, there is another one who has rendered us great service, our worthy Secretary, Jacob Miller. Mr. Morris said of our secretary "peerless," and Mr. Miller said it should be "fearless." I think it should be fearless. There is a gentleman here amongst us who is an honorary member, that means an honorary member in the performance of duty for our association, and he has done so at all times from my understanding—I can only speak from hearsay—he has done it out of a free and cheerful spirit in every way, tireless in his devotion to the association, the gentlemen has offered his services to you and he was present here yesterday to consult you in anything regarding the association, and that is our legal adviser, Mr. A. C. Hoffman. (Applause.) So I make a motion to the effect that resolutions be properly drafted and that the president will appoint a committee to see that these resolutions be drafted and present to those gentlemen at our next annual convention diplomas similar to those that have been presented today.

MR. RATZ: I second the motion.

THE PRESIDENT: All those in favor of the motion will say "aye."

Motion carried unanimously.

THE PRESIDENT: I will leave the appointment of the committee to our next president. I do not want to impose on the present committee. They have performed their duty on two occasions in succession certainly with credit to themselves and the association.

I think Mr. Miller has a few communications he will now read to us.

(Secretary Miller then read a communication from Mr. Louis A. Fisher, addressed to Mr. Menjou.)

THE PRESIDENT: Mr. Frankfurter wants to find out how many will join him in spending the evening at the Union Square Hotel tonight. Now before you leave I want you to see Mr. Frankfurter and let him know, please, if you can join him in a social gathering at the Union Square Hotel tonight. I am sorry I did not bring this up while he was in the room, but I understand he will be here in a few minutes. There is nothing further on the program this evening, and he is anxious for us to get together and spend a pleasant evening.

The next business of the day before closing this session is the appointment of the Nominating Committee for tomorrow. I will appoint Martin Frankfurter of Philadelphia, as chairman.

R. W. Wagner, of Pittsburg.

Max Koppel, of Chicago.

August Ratz, of St. Louis.

Mr. Joseph Klein, of New York.

Peter Zehnder, of Dayton, O.

Those gentlemen will form the Nominating Committee, who will nominate the officers tomorrow for election. I will repeat those names, because I want you to remember them.

Mr. Martin Frankfurter, Chairman; Mr. R. W. Wagner, Mr. Max Koppel, Mr. August Ratz, Mr. Joseph Klein, and Mr. Peter Zehnder.

PRESIDENT MORRIS STILL WORKING TO HOLD THEM TOGETHER.

You gentlemen will get together tomorrow afternoon at 2:00 o'clock. We need you in our convention tomorrow morning on account of the discussion of proposed changes and amendments and the training school. We want everybody present tomorrow morning at 10:00 o'clock sharp. When I say 10:00 o'clock sharp, I do not mean that you shall come creeping in at 11:00 o'clock. Tomorrow is a strenuous day, and tomorrow afternoon we shall have the election of officers. Everybody be here at 10:00 o'clock, and let us get down to business and then we can get away with it.

Tomorrow at 2:00 o'clock the Nominating Committee will meet and deliberate.

We will now stand adjourned until tomorrow morning at 10:00 o'clock.

(Adjournment taken to Thursday, September 10th, 1908, at 10:00 o'clock a. m.)

FIFTH SESSION.

Thursday, Sept., 10, 1908.

The fifth session of the International Stewards' Association's Convention was opened at 11:20 a. m.

PRESIDENT MORRIS: Before we get down to the routine of ordinary business I wish to introduce to you gentlemen Mr. Adolph Meyer of New York, who is going to address you on a very interesting topic: "The Training School." I want to assure Mr. Meyer that while our attendance this morning is somewhat small, the record of his address will be spread throughout the ranks of the I. S. A. and those who are not here will have the pleasure of reading what he has to say to us this morning. Mr. Meyers. (Cheers and loud applause.) (Mr. Adolph Meyer then read his address as follows:)

MR. ADOLPH MEYERS' ADDRESS.

Mr. President and gentlemen: I have been called upon to express my views on a subject which has been agitated for some time by your association.

It seems to me that the question of a training school for hotel employees was so well threshed out at your last convention in Chicago that there is hardly anything new to be added, but if you will permit me I will nevertheless give you my personal views. As though I have not talked the subject over with anybody and any opinions I may express are purely personal, I hope that you will kindly forgive me if I

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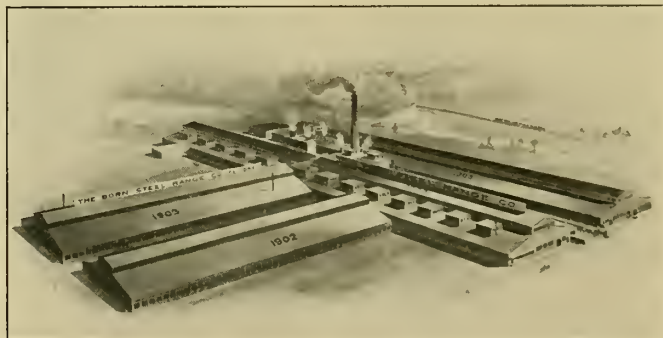
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fall into any errors. "To err is human, to forgive divine!"

I am certainly in favor of a training school for hotel and restaurant employes because education means progress and progress means the betterment of social conditions.

We need such training schools here just as much as they need them in Europe. A more difficult question though is—can they be conducted on the same lines as the schools in Europe?

The proposed school in the Winona Technical Institute would initiate its students into the elementary principles of cooking and serving. It would give them a readier grasp of the subject when they enter the kitchen or dining room or storeroom of a big hotel or restaurant. But students could not obtain a finished training there, they could not *graduate* at the Institute—for it would not be possible to teach them the finer points of the business on account of the expense involved. The Institute would certainly work at a loss if it had to serve up such dainties as "Lobsters a la Newberg"—to quote one item that was mentioned by some gentlemen at last year's convention!

The training school at the Winona Institute could, however, be a *preparatory* school in the best sense of the word—and if it serves as that I believe you will have scored a great success.

My own personal view of a training school for hotel employes is though radically different. Instead of a *preparatory*, I should like to see a *post graduate* school—a school teaching theoretical (rather than practical) knowledge for those who have already acquired the practical rudiments.

As long as chefs and stewards employ young men to learn the business without regulating or stipulating a certain time for them to remain in the employ of the same house and study the various branches of the business, we shall be unable to obtain a well regulated system of apprenticeship in America. As long as we have no such system we shall have impositors and employers will be the sufferers.

A system of apprenticeship should be created by law and it should be under the supervision of the State Commissioner of Labor.

Without such a law or such a system, the only way I see to approve the efficiency of new employes is to offer them a helping hand in widening their professional ability and technical knowledge.

Going a step further though than the new untrained employee, we find many young men who have acquired a fair knowledge of the business, who have sufficient self esteem to aspire for better positions and who are aware that they are lacking in knowledge. Such young men should upon the recommendation of their manager, steward or chef, be entitled to take a post graduate course in your school—and with such material to work on, your school could do an enormous amount of good to the profession in general.

Furthermore, I am positive that such a school would not only be patronized by the young men—there are plenty of the "old fellows" who would be only too willing to bring themselves up to date by taking the courses.

There is strong need for such a school because of the special conditions of the hotel and similar businesses. A steward may develop from anyone of several departments—and how can he expect to know as much about the department he has never worked in as of the one from which he has come up?

There are many stewards from the dining room and office. They naturally know less about the culinary department or the storeroom than the chef or the storekeeper. How can they be expected to know anything much about the different cuts or different qualities of meats, poultry, game and fish, that they never had to handle before?

Again on the other hand we have chefs, and storekeepers, who become stewards, managers and ultimately proprietors, who need to learn something about service and bookkeeping.

A steward *should* of course be posted on all the details of every department, but he *isn't* under present conditions until still further experience in the steward's position has rubbed the one sidedness off him.

In this business we are never through learning and in order that we may have a chance to learn we need a school or an academy or (if you wish to call it so), a conference room where theory and practice will be demonstrated in an easy comprehensible way.

Such a school should be subsidized by hotel owners because it is really they who gain by enjoying a supply of skilled and well-trained employes.

If I remember correctly, the training school in Ouchy, Switzerland, belongs to the Swiss Hotel Proprietors' Association, and it is patronized principally by hotel proprietors' sons—who there can study every department of a first class establishment—cellar, kitchen, dining room and bookkeeping, etc. If such training were not necessary, the Swiss hotel men, considered the best in the world, would not both support and attend the school supplying it.

Here in America we have beautiful palatial hotels, with the most extravagant and costly furnishings, the most modern equipment and the highest paid chefs in the world—yet in spite of it all, there is no doubt that as a general manager the Swiss hotel proprietor beats us all *because he knows and has studied the details of every department*.

THE PRESIDENT: I think you will feel with me that we are greatly indebted to Mr. Meyer in coming here this morning and addressing us in the way he has. There is much food for thought in his remarks. Under the conditions which he came to address us this morning, we must feel grateful to him. He is far from well and it is only through a great effort and a great sacrifice that he is here this morning, and I would like to see on the minutes a record of a rising vote of thanks extended from the I. S. A. to Mr. Adolph Meyer of New York.

SECRETARY MILLER: Mr. President, in respect to the request for a rising vote of thanks, I will put a motion before the convention which is here in open session to grant honorary membership to Mr. Meyer. I move you gentlemen, that Mr. Meyer be accorded honorary membership for life.

The motion was seconded amid great applause.

THE PRESIDENT: The motion is made and seconded that Mr. Meyer be made an honorary member for life in the ranks of the I. S. A.

Carried unanimously.

MR. ADOLPH MEYER: I thank you very much for the honor. You can depend on me that what I can do I shall do, and do it with great pleasure as long as I am alive. I again thank you. (Applause.)

THE PRESIDENT: Gentlemen, we have only a part of a day before us and a great deal of work to do, and we have got to stick here and do it. We were late getting together this morning.

The first business before us will be the report of the Credential Committee. We would like to hear from the chairman.

MR. KOPPEL: Mr. President, your committee has executed your instructions. We find that the following proxies were properly executed and in good standing, and are in the hands of the following:

Jacob Miller, 60; Peter J. Zehnder, 39; Martin Frankfurter, 25; August Ratz, 41; Mr. Wagner, 32; Mr. William H. Morris, 9; Mr. Max Koppel, 3; Mr. Westbrooke, 1; Mr. M. A. Hickey, 15; a total of 225 proxies.

THE PRESIDENT: I would like to say that the fact has been overlooked that some proxies were sent, fearing that the member would not be able to come. In the meantime the member is now present to take care of that matter. You have provided for such cases, I suppose, and have seen that the delegate does not hold the proxy, and that the member is also here. You know that no member who is present can be represented by proxy?

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MR. KOPPEL: Some proxies which were made out to some of these members by certain members who are now present have been returned to the gentlemen who made them out.

SECRETARY MILLER: I would like to have it spread on the record that ten proxies were mailed to me from the Panama branch. I understand those ten proxies were not properly executed. I have a positive letter of instruction how to vote those proxies. I would like to have it appear on the record and have Mr. Koppel report that officially, so that the members in Panama can see that I have performed the duty they imposed upon me.

MR. KOPPEL: We have thrown out those same proxies as being not properly executed.

THE PRESIDENT: Thank you. That brings me to a point I want to bring before you this morning. Mr. Hickey, president of the Boston branch, the baby branch in the association, yesterday asked me about his proxies that had not been witnessed. Of course I had to rule according to the By-Laws. Now there is no doubt in my mind and I presume in yours, that the proxies he holds are really and truly good proxies made out in good faith by the members in the Boston branch and given to him to represent them in this convention. In view of the fact that it is a young branch, just organized two or three weeks, and that they are not fully acquainted with the details of our work, that it has simply been an oversight in not having those proxies witnessed, I think it would be unfair and unjust to our fellow members, especially of the baby branch of Boston, to throw out those proxies. If it is your pleasure to vote those proxies I would be glad to entertain a motion. That also applies to the Panama branch.

MR. MILLER: I will make a motion that Mr. Hickey's proxies be considered favorably.

MR. KLOOZ: I second that motion.

MR. WESTBROOKE: I make a motion that those ten proxies from Panama be included.

MR. KOPPEL: I second the motion.

THE PRESIDENT: A motion was made by Mr. Miller and seconded by Mr. Klooz of Pittsburg, that proxies held by Mr. Hickey from the City of Boston be recognized as legal and in good standing in our convention. All those in favor say "aye."

Motion carried unanimously.

THE PRESIDENT: There was a motion made by Mr. Westbrooke, seconded by Mr. Max Koppel, that the ten proxies from Panama held by Mr. Jacob Miller be voted in good standing and are legal in our convention. All those in favor say "aye."

Motion carried unanimously.

MR. KOPPEL: Mr. President, in addition to the proxies sent from Panama, a letter containing those proxies was received, with instructions as to how the ten votes were to be cast; for President, Mr. F. F. Falisse, of New York; for Secretary, Mr. Jacob Miller of Chicago, and for Editor in Chief of the Stewards' Bulletin, Mr. William H. Morris of Chicago.

THE PRESIDENT: I would like to know if every member of the Nominating Committee is present. I will call off the names again.

(Mr. Frankfurter, Mr. Wagner, Mr. Koppel, Mr. Ratz and Mr. Klein responded "present." Mr. Zehnder was not present at the time.)

In appointing that committee, one of the most important committees in our work at this convention, I have tried to be impartial and broad. The work is a serious and important work, as I said yesterday, and I would like to have had three or four more names on that committee. In fact, I have overstepped my authority by appointing six instead of five, feeling that I could not do less than appoint these members, and even in appointing those six I have had to leave out one or two other desirable members from that committee. If Mr. Zimmer had been with us he undoubtedly, as the father of the I. S. A., and the man who has served on every Nominating Committee, would have been on that committee. Take our beloved friend Albert Menjou, many years Chairman of the Trustees.

He has always served on that committee. He knows how to handle that committee work. I have had to leave him out on account of geography, or location. When you again consider our By-Laws and Constitution, I would like you gentlemen to bring this point up and see if it is not wise and fair and just that we have at least ten members or twelve members on that committee. If you have members from all over the United States, the east and west, the north and the south, and the Central States, the New England States, etc., that would be a fair and just representation of our I. S. A. I would like to have you consider this matter before we adjourn today.

Mr. Chairman of the Nominating Committee, will you please confer with me when we adjourn this noon in order to see what offices are vacant, so you will know what offices are vacant.

STATE BRANCHES.

We have here the annual report of the Ohio State Branch of the International Stewards' Association, which we have not had an opportunity to read before. I am very anxious that Ohio should not be overlooked in any of their reports. If Mr. Zehnder were here, I would like to have him read that report to us. He is not here so I will read it myself.

(President Morris then read the report of the Ohio State Branch of the I. S. A.)

SECRETARY MILLER: Mr. President and gentlemen of the convention: I have heard the communication read to you from Ohio, and I deem it a duty upon myself to reply. I did not come here this morning to make any address or talk, or go into campaigning, but as I am the originator of the amendment proposition I feel in duty bound and honor bound to myself to allow no advantage to be taken on this question, one side or the other. I canvassed the situation thoroughly throughout the United States in the past year. I have over 190 replies filed in my office in Chicago, and I had them there before I took this subject up. I consulted with our National President, Mr. Morris, in Chicago, and he declared in my presence that he was in favor of abolishing State Branches. I have no objection to this letter being read from the Ohio Branch. It is a natural weapon, but remember it is only the State of Ohio. You have 44 or 45 other States to be heard from. While I have proxies here and I have presented this amendment, I will give you my word as a man of honor that I shall refuse to vote those proxies on this amendment, and leave it to the membership. I want some one to come up here and express his opinion. There are other members of State Branches present—Mr. Frankfurter, Mr. Klooz; we have a New York State Branch here, and I am thoroughly sincere in my belief, and I am positive in my belief that this subject of the growth of the I. S. A. in the State of New York today, if we had not only a New York Branch, but branches throughout New York State, in Buffalo, Syracuse, Albany and these other towns, we could increase our membership to 200 in the State of New York.

I have no objection to Ohio. Many of my personal friends live in Ohio, many of them. I want to know the general impression that prevails among the membership where there are State Branches in existence. We have Mr. Klein here. Mr. Frankfurter, Mr. Klooz, and a dozen other men I can name are in convention and they have opinions and in closing, as I said before, I have no objection to this campaign literature being read here. I stand on what I have previously said. I have declared myself on two propositions, one as far back as last March, and I still stand on those two propositions. If I go down in defeat, I will be as loyal as ever to the I. S. A., but I want the majority to rule. (Prolonged applause.)

THE PRESIDENT: Mr. Miller, you made reference to it as a campaign document. I want to correct you. It is an official report from the State Branch, not a campaign document.

SECRETARY MILLER: I have asked Ohio for an official report of their year's doings of all the branches,

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the work they have done in different cities. In reply I have got the same thing. A report on their State Convention.

THE PRESIDENT: I am glad the Ohio members have just come into the hall. They have been faithful in attendance, very loyal in attendance, and yet, at the crisis of things in which they are deeply interested, they have missed some of the best of it. I had great hopes that Mr. Zehnder would be here to read the report from the Ohio State Branch. Mr. Zehnder not being here, I read it myself. Mr. Miller, in a very concise and clear manner, has given logical reasons why State Branches should be abolished. Mr. Zehnder, while you have missed that which is very essential, you will be able to read it in the official report.

SECRETARY MILLER: I want to say that not over two weeks ago I received a letter from a Cedar Point resort, a place that will be closed soon. The writer said that he was desirous of having his steward join our association and asked me if I would kindly fill out an application and present the application to be voted upon—and I want to prove by Mr. Zehnder—I want him to come up and state the case I have mentioned. The man is probably out of the State of Ohio now, in San Francisco or Pennsylvania, or somewhere else. The house only remained open two or three weeks longer, and the proprietor desired his steward to join the I. S. A. I said I was powerless to act on the proposition and I referred him to the State Branch in Ohio. However, I assume he has written the State Secretary of Ohio. I am just saying this to show you that I tried to treat them all with all fairness in discharging my duties, and I have never taken issue at all, even since I presented this amendment. I have lived up to the By-Laws strictly, and I want the sense of the convention as to this. I shall not vote proxies on this amendment, as I have already stated.

MR. KLOOZ: Mr. Miller, I think that is a sort of a legal question that ought to be decided, or in other words we ought to be enlightened on the subject by our attorney. The question is only a few words: If clubs are granted charters direct would there be any law or objection of the National body to the clubs in any State forming their local associations?

SECRETARY MILLER: Any five members can form a club.

MR. KLOOZ: Would there be any law or objection even if the State Branches were abolished—would there be any objection to the local clubs forming in a local way?

PRESIDENT MORRIS: That is a point Mr. Klooz, that will be brought up in discussion on business which we are coming to now. That business will be before you in the proposed changes of the By-Laws and Constitution. Now the most intelligent way to get through with these—if we had three or four days to thrash it out it would be all right—but the most intelligent and simple way in my mind is for us to have read the Constitution and By-Laws as drawn up by our legal adviser, Mr. Hoffman, which are complete. Your proposed changes and amendments are just extracts here and there. Mr. Hoffman has drawn up the Constitution and By-Laws in a complete form, and we will read them clause by clause as fast as we can, and vote on them clause by clause. That will be the most intelligent and simple and quickest way of getting these amendments to our By-Laws and Constitution settled. I would like to call upon Mr. Hoffman to read the Constitution of the International Stewards' Association from page 2 of our Bulletin, and then as he takes up each article and each section, let us have discussion on any proposed changes.

(Mr. Arthur C. Hoffman, legal adviser of the International Stewards' Association, then read the July number of the International Stewards' Bulletin the Constitution and By-Laws of the International Stewards' Association, clause by clause, as he had compiled same, and the following action was taken:)

ARTICLE I.

Section 1, approved. Section 2, approved. Section 3, approved. Section 4, approved.

ARTICLE II.

Section 1, approved. Section 2, approved. Section 3, approved. Section 4, approved. Section 5, approved. Section 6, approved.

ARTICLE III.

Section 1: The following discussion was had:

THE PRESIDENT: I do not think that is as good as it might be. I have been taking active part in the ranks as a National officer for the last four years and as a close observer and worker, and from experience, I have come to the conclusion that the most successful time, and the time for the convenience of the most members, would be somewhere between the 15th of August and the 1st of September. I would like some one to make a motion to change that.

SECRETARY MILLER: I will make that motion, that future conventions—the date selected should be left to the local committee on arrangements, providing they will select dates not earlier than August 15th, and not later than September 1st. There might be occasions arising where every hotel would be filled at a place where you might decide to have your convention, and I think the local committee should have a vote in the matter; only make it imperative that the date should be between the 15th of August and the 1st of September.

PRESIDENT MORRIS: That is a good point, but I wish to say that the Board of Trustees ought to designate the date. Then let the local committee consult with the Board of Trustees. That is a duty that should not be taken from the National officers, to select that date, because they are in touch with all the branches and the local committee, those who are members of certain local branches where the convention is going to be held are not in touch with all the local branches throughout the United States. One year the 12th to the 15th might be good, and another year the 22nd to the 25th might be good. It all depends on condition and location; where it is to be held. I think that is a good point, only that the Board of Directors and Trustees should consult with the local committee as to the date of the convention, but that it must be held between the 15th of August and the 1st of September.

SECRETARY MILLER: I stand corrected.

MR. WESTBROOKE: I second the motion.

The motion as corrected by President Morris was unanimously carried.

Attorney Hoffman was directed to revise Section 1 in line with the amendment offered.

Section 2. The following discussion was had.

SECRETARY MILLER: Do I understand this to mean that the power may be delegated either to the President or the Board of Trustees? If so, I move that the word "or" be stricken out, and the word "and" be substituted.

Motion seconded and carried.

Section 2 as approved reads: "* * * by the National President, if deemed necessary by him for the best interests, welfare and the promotion of the interests of the association, and when so requested by the National Board of Directors," etc.

Section 3, approved.

ARTICLE IV.

PRESIDENT MORRIS: Now we have come to the State Branches, the point upon which there is some friction, and open to discussion. A majority always rules, and a majority has ruled so far to abolish State Branches, but in view of the fact that the State Branch of Ohio has made such a creditable showing and done such good work in the ranks of the I. S. A., and proved that it has been beneficial in bringing in members and establishing clubs in the State, I would like a motion made by some member present that the Ohio State Branch be allowed to retain its charter, if that would be legal.

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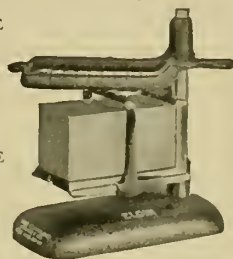
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SECRETARY MILLER: I will make that motion, if it is legal.

THE PRESIDENT: Just a minute, please. I want to lay before you something for discussion so we can thrash it out intelligently and have it satisfactory to everybody. We must have harmony. (Applause.) We are going to have harmony at all cost. I cannot be a member of the I. S. A. if we do not.

MR. HOFFMAN: Now I want to suggest that these amendments to our Constitution, and amendments to the By-Laws, were drafted under the supposition that State Branches would be abolished. I was going to suggest before I took up the reading of these amendments that probably it might be well to take up Mr. Miller's amendment to the Constitution in reference to the abolishment of State Branches, because if the State Branches are abolished then this would fall right in line with that amendment as made by Mr. Miller to the Constitution.

THE PRESIDENT: Could we legally abolish State Branches, and then by motion of Mr. Miller, as a special privilege to the Ohio Branch, vote in open convention that Ohio retain their charter? I believe that this convention is willing to vote anything within reason which would be to the welfare of the I. S. A. Would it be illegal for us to do that?

MR. HOFFMAN: I think it would, Mr. President, for this reason: If you abolish State Branches and then if you want to allow the Ohio Branch to proceed as they have, they can do it, but it would not be under the auspices of the National Association. As a matter of fact, their club, as I take it, could meet and have their State Convention, but it would not be under the direction or auspices of the International Stewards' Association, because we as a matter of fact abolish it. We could suggest that Ohio form a State Association, combining their clubs and branches into one State Association which would have their headquarters in that State, but they would be without a charter from the National body.

SECRETARY MILLER: I want to make a motion that will cover the whole situation. I will make it for the sake of harmony, as you said, because I am a hearty believer in harmony. For the sake of harmony and to have my friends from Ohio go back to Ohio and say that I did not come here with any malice toward any man from Ohio—

MR. ZEHNDER: You have proved that.

SECRETARY MILLER (continuing): If it is agreeable to this body, I will withdraw my proposed amendment for another year if Ohio is satisfied to retain their State charter for another year, and see if the States are going to come up to the promises they have made here in this convention that you are going to do things this coming year—I will withdraw my motion, Mr. Zehnder, for another year.

MR. ZEHNDER: I thank you most heartily. (Applause.)

THE PRESIDENT: That sounds fine, but while we are considering and voting on amendments to the Constitution and By-Laws, we might as well settle the State Branch question now as any time, and I would like to hear from members in Ohio and know how your fellow members in Ohio feel about it. Then we will know what to do, and when we hear from the representatives of Ohio, we may be able to intelligently pass upon it to the satisfaction of all, whether we will abolish the state charter now and let them go on as an association in Ohio, or as Mr. Miller has suggested in a big hearted way to withdraw his amendment for a year. I would like to hear from Mr. Zehnder.

MR. ZEHNDER: I have a communication here that was to be read by you, Mr. Morris, signed by all the members of the Ohio Branch with the exception of five.

(Then Mr. Zehnder handed the communication to President Morris. President Morris then read the communication.)

THE PRESIDENT: Have you anything further to say?

MR. ZEHNDER: I have further communications.

THE PRESIDENT: This covers everything. All the communications you can read will not make it a bit stronger. This is a petition here to the body assembled. Unless you have a few remarks to make as to State Branch work, we will go on with it.

MR. ZEHNDER: I wish to say there is not any expense attached to carrying on this State Branch to the National body, excepting the \$1.00 per year per capita.

SECRETARY MILLER: Instead of giving a dollar to the local Branch your local Branch would receive \$2.00.

MR. ZEHNDER, continuing said: Presuming there are seven members in one city that have a local club, and presuming they get this \$2.00 per capita. That would give them \$14.00. What could they do with \$14.00? If we accumulate this money and put it together and have our nice State Conventions, the result of that will not be questioned. It will be a benefit to the I. S. A., the National organization. There is nothing damaging about it. There has not been any expense attached to the National body. It possibly has made Mr. Miller feel that we are getting too aggressive or something like that, but that is not the situation. Many times telegrams and letters are misconstrued. I might write a telegram this very moment, and I might show it to you gentlemen, and you might all say upon looking it over, that it ought to be understood; that it was plain enough. Then it goes on to headquarters and it is misconstrued. That has happened. It happens in a man's business, no matter how carefully he may write out the telegram or letter. It may be misconstrued. I think the real fact about Mr. Miller's opinion about any grievance of the State of Ohio is all wrong. I think it is through the fact of their not understanding our communications. I certainly feel very kind toward Mr. Miller. He has done lots of work and efficient work in the National organization, and we appreciate it. While he may have a member or two, or maybe three in Ohio, that are enemies to him in that sense, I jollied them along and got them into the association again. Mr. Miller is not to blame. He is working hard for everybody. I appreciate that as National Secretary in sending out communications, in sending out the mail and answering every inquiry he is worked hard. I want Mr. Miller to feel that I am his friend and the Ohio Branch is his friend. The fact that the conditions are such in Ohio, which are entirely different from any other state, I think entitles us to consideration, and I think that you should grant us one more year and give us a chance to carry on the Ohio Branch. (Applause.)

THE PRESIDENT: In view of the petition which has reached us this morning from the Ohio State Branch, I personally would like to hear Mr. Miller's motion go through, that he withdraw his amendment for another year.

MR. MAYNARD: I am one of your new members. I am like unto the very pretty little story that was told here yesterday about a rusty key, more than rusty, and I think by elbowing with our fellow workmen we become bright and more capable in doing that which is before us to do. I come from the state where they make nutmegs. In that state there are a few members of your association, but in the last few years it has occurred to me in reading your Bulletin that there is a possibility for a State Branch in Connecticut, but there is not a possibility of a local branch, for there is not any city there large enough to furnish stewards enough to form a local organization, but I think if the State of Connecticut would get together and organize a State Branch it could be done with profit, and I should be very sorry to see these state branches wiped out of existence. I do not know the experience of the other states. I am in the dark. But it seems to me there might be a possibility in Connecticut if we were permitted to try and work to form a State Branch there.

(Applause.)

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THE PRESIDENT: We are glad to hear from Connecticut. We will hear a few words from Mr. Klooz before taking a vote on this important question.

MR. KLOOZ: It is only a question I want to ask our dear brother Zehnder, and that is a question to enlighten myself. If the charter is taken away from the State of Ohio, and each local club is granted their charter, that will compel them to disorganize their local State Association. Would that compel them to disorganize—could they not go on just the same without their present charter? Would that necessitate their breaking up their organization? No.

THE PRESIDENT: They simply would not have a charter for a State Branch from headquarters.

MR. KLOOZ: In other words they could go on and each branch do business direct and still retain their organization?

THE PRESIDENT: Except lose their State charter from headquarters and lose the per capita to State Branches, which would go to the local branches only.

MR. ZEHNDER: We feel that what is good for the Ohio Branch is good for the I. S. A. I want to say further that if anything occurs there of interest pertaining to the association in any sense at all, it is always communicated to headquarters. The secretary has full knowledge of everything we are doing, as much as he would of any local club. That charter makes it a State organization under the I. S. A., which gives it strength. If we do not have that, if you take that charter away from us, the State organization would not exist. We would not have the State branch. For that reason I am working to keep the National headquarters charter for the Ohio Branch; no other reason.

THE PRESIDENT: I will be pleased to entertain Mr. Miller's motion that the abolishment of the State Branches be deferred for another year.

SECRETARY MILLER: I want to correct that a trifle. I want this matter to go on record properly for the benefit of my friends in Ohio, nothing more or less. I will personally withdraw my proposed amendment providing it is agreeable to you by vote. I shall not vote these proxies on that question. I leave it to the membership present.

PRESIDENT MORRIS: There is a motion made by Mr. Miller to withdraw his proposed amendment for the abolishment of State charters, State Branches, which motion has been seconded by Mr. Ratz of St. Louis. Now, think before you vote. The motion I speak of would cover the whole thing. Mr. Miller wants to go on record. We are voting to withdraw his amendment for one year.

Carried unanimously.

MR. ZEHNDER: I want to thank you for your fair and impartial treatment, and I want to thank the convention for what they have granted us, and the consideration they have given our delegates.

(Applause.)

MR. HOFFMAN: I would suggest that the title under Article IV be changed to read "Local Branches and State Branches." Approved.

Section 1. Mr. Hoffman read Sec. 1 as complied with this change: "There shall be established by this Association Local branches and State branches anywhere within the jurisdiction," etc. Approved as changed.

Sec. 2. Changed to read: "The Local branches and State branches of the Association shall be vested," etc., and "raise funds for the support of their Local branch and State branch, all of which must be in conformity," etc. Approved as changed.

Sec. 3. "And State Branch" inserted after the words "not more than one Local branch." Approved as changed.

Sec. 4. The words "And State Branch" inserted after the words "The President of the local branches." Approved as changed.

ARTICLE V.

Terms of Office.

Section 1, approved. Section 2, approved. Section 3, approved.

Sec. 4. The following discussion was had in regard to Section 4, Article V.:

SECRETARY MILLER: This section says, "All moneys received and belonging to the association by any officer or member shall be surrendered by such officer or member to the National Secretary or the National Treasurer," as you wish it.

PRESIDENT MORRIS: Then let us make that "All moneys received and belonging to the association by any officer or member shall be surrendered by such officer or member to the National Secretary."

Sec. 4. Changed to read: "All moneys received and belonging to the association by any officer or member shall be surrendered by such officer or member to the National Secretary, who shall deposit such moneys," etc., was approved.

Sec. 5. Approved.

Sec. 6. The following discussion was had:

THE PRESIDENT: Gentlemen, that clause is made to obviate the necessity of sending out written notices all over the country, to the members, giving this thirty days' notice. We simply will publish it in our Bulletin, which is more effective and easier. The Bulletin is printed anyway, and then we will have it printed in the Bulletin, and every member has as much chance to get that Bulletin as he has to get a letter. That is the only effective way. That obviates the necessity of writing so many letters.

Sec. 6. Approved as read.

Sec. 7. Approved.

MR. KOPPEL: Taking into consideration that the meeting started out so late this morning, I make a motion that we finish the meeting in one session, the afternoon meeting to be finished now.

MR. ZEHNDER: I second the motion.

Motion put and carried unanimously.

MR. HOFFMAN: Now we come to the By-Laws.

(Mr. Hoffman then read the By-Laws contained in the before mentioned Bulletin, and the following action was taken.)

ARTICLE I.

Section 1. Approved.

Sec. 2. Insert the words in the main body of Section 2, "State Branch or" before the words "Local Branch under whose jurisdiction such member," etc. In paragraph A, insert the words "State Branch or" before the words "Local Branch for each and every member proposed," etc., and "State Branch or" before the words "Local Branch so proposing such member fifty (50%) per cent of the admission fee," etc. In paragraph B insert the words "State Branch or" before the words "Local Branch or branches shall be used by them," etc. Paragraph C, no change.

Section 2, sub-divisions A., B., C., approved as changed.

Section 3, approved.

ARTICLE II.

Section 1, approved. Section 2, approved. Section 3, approved.

SECRETARY MILLER: I want to say for the information of the officers present of the State and local branches that one section of that article has never been complied with, although I have repeatedly asked the different branches to send me a copy of their seal. I do not believe many branches have got a seal. I want to bring this point out. Notice that. There should be a copy of your seals in our office.

MR. ZEHNDER: The State Branch of Ohio has not got a seal. What seal is necessary?

MR. MILLER: Any design you decide on with the National emblem of the I. S. A.

Section 4, approved. Section 5, approved. Section 6, approved. Section 7, approved. Section 8, approved.

Section 9. Insert "State Branches and" before "Local Branches, and shall render," etc., also "State Branches or" before "Local branches shall be forwarded," etc., also "State Branch or" before "Local branch is located," also, "State Branch or" before "Local

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branches in their jurisdiction"; approved as changed. Section 10, approved.

ARTICLE III.

Section 1, approved. Section 2, approved. Section 3, approved.

ARTICLE IV.

Section 1, approved. Section 2, approved.

ARTICLE V.

Title "Local Branches," changed to read "State and local branches." Approved.

MR. HOFFMAN: It is understood that in the sections of this article, "State Branch" is to be inserted before "Local Branch" whenever necessary to conform with Mr. Miller's motion to permit the State branches to exist at least a year longer. (Approved.)

Section 1, approved with insertion of "State Branch" where necessary. Section 2, approved with insertion of "State Branch" where necessary. Section 3, take out the words "or the National Treasurer" after the words "To be made payable to the National Secretary." Substitute the words "shall become in arrears for dues to the association, for a period of six months from January 1st," etc., instead of "shall become in arrears for dues to the association, for a period of three months from January 1st," etc.

SECRETARY MILLER: I would like to suggest that the delinquent part of it should read six months and that the member cannot be dropped until he is in arrears a year. I wish, Mr. Hoffman, you would change the wording of the clause, "and that if such arrearages are not paid within thirty (30) days from the date of such notice, his name shall be stricken from the roll of membership," so that it will not cause him to be dropped until he shall be in arrears one year.

MR. HOFFMAN: I will do so.

Section 3, as changed by amendment noted, and wording to be supplied by Mr. Hoffman for the arrearage portion, also insertion of "State Branch" before "Local Branch" where necessary, approved.

Section 4, approved with insertion of "State Branch" before "Local Branch" where necessary. Section 5, approved. Section 6, approved.

ARTICLE VI.

Section 1, approved.

Section 2. Mr. Hoffman was directed to revise Section 2 to correspond with Section 3, Article V, as to arrears and insertion of "State Branch" where necessary. Approved as revised, it being understood by the convention that the clause relating to the payment in addition of one year's annual dues in advance shall be stricken out.

Section 3, approved.

Section 4. Add the words "State Branch or" before the words "local branch to which he be attached of any change of address," and "State Branch or" before the words "local branch to which he is attached, and mail addressed," etc. Approved as amended.

SECRETARY MILLER: The Secretaries of the local organizations should take it upon themselves to furnish the National Secretary with any change of address.

THE PRESIDENT: We will see that the clause is inserted in the local By-Laws when they come before us for consideration.

Section 5, approved. Section 6, approved.

Section 7, approved. Section 8, approved.

Section 9, insert the words "State Branch or" before the words "local branch to which he may be attached," etc., in the first paragraph, and insert the words "State Branch or" before the words "local branch to which he is attached," etc., in the second paragraph. Approved as changed.

ARTICLE VII.

Section 1, approved. Section 2, approved. Section 3, approved. Section 4, approved. Section 5, approved. Section 6, approved.

Section 7, insert the words "State Branch or" before the words "local branch representatives"; approved.

Section 8, approved. Section 9, approved. Section 10, approved. Section 11, approved. Section 12, approved.

SECRETARY MILLER: I would like to have a very important legal point settled and noted on the record. When the National body grants a charter to a State or local branch and that State or local branch assumes an indebtedness which they are unable to pay and cannot liquidate, is the National body responsible for that indebtedness?

MR. HOFFMAN: N. We give no power to incur any indebtedness. Our charter only gives them the right to act under the name of the I. S. A., to use our name to further their interests.

THE PRESIDENT: I would like someone to make a motion that the entire Constitution and By-Laws as read to us this morning be passed and become law as approved by sections.

MR. KOPPEL: I make that motion.

MR. MELDER: I second the motion.

THE PRESIDENT: A motion has been made by Mr. Max Koppel, and seconded by Mr. Charles Melder, that our Constitution and By-Laws, as approved section by section, do now become law of the International Stewards' Association.

Carried unanimously.

THE PRESIDENT: I now call on Mr. Zwiesler to read State Regent Linderman's report.

(Mr. Joe Zwiesler then read the report.)

THE PRESIDENT: The next business is the election of new members.

The following members were duly elected:

James H. Winser.

G. E. Keiner.

John Pegg.

William M. Kimball.

Louis Kuhnreich.

August Husing.

PRESIDENT MORRIS: Gentlemen, you are now members of the International Stewards' Association and in good standing. We will now adjourn for one half hour, and then we will meet in the next hall for the election of officers, and for the purpose of deciding on our next place of holding the convention. Also the subject of the Training School has got to be settled. We will now adjourn for thirty minutes, and let us all come back at the expiration of the half hour, and put this important business through in the hall over there.

The Nominating Committee will please get to work and nominate the officers for the offices that are to be filled this afternoon.

Adjournment taken for thirty minutes.

SIXTH SESSION.

Thursday, September 10, 1908.

President Morris in the chair.

The President called the sixth session to order at 3:00 p. m.

Secretary Miller then read a letter from Dr. Wiley of the Bureau of Chemistry, United States Department of Agriculture, which letter showed Dr. Wiley's deep interest in the work of the I. S. A.; also letter from Hon. Albert J. Beveridge of Indiana, which are as follows:

United States Department of Agriculture, Washington,
D. C., Office of the Chief.

August 26, 1908.

Fred F. Falisse,

President, New York State Branch, International Stewards' Association, 207 W. 34th St., New York, N. Y.

Dear Sir: I am just in receipt of your very cordial note of the 22nd instant enclosing a ticket to the banquet on September 10th at Terrace Garden, 58th Street, New York.

I have always entertained the liveliest sympathy for the purposes of the organization which you represent and which has already given me the distinction of an

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honorary membership. It has been my intention at all times to attend the conventions of the association whenever possible. I should be particularly happy to be present at the dinner and meet personally the members of the association and express to them my deepest sympathy with their objects and aims. Unfortunately most important public business will prevent my promising surely to be present, but I send my best wishes to the association and congratulations on what they have secured, and promise to attend if possible.

I believe that if the members of your association demand absolutely pure foods to be furnished them, the whole system of food adulteration and debasement will soon fall to the ground. I may instance the fact that at a convention which I recently attended at a very prominent hotel the foods which were furnished in many instances had been stored so long, especially the fish and chicken, that they were not only unfit to eat, but produced a large amount of sickness. Our country possesses plenty of fresh, pure foods and the stewards of the country should see to it that no other kind is foisted upon them.

I am, with sincerest regards,

Respectfully,

H. M. WILEY.

Indianapolis, Ind., August 28, 1908.

My Dear Mr. Falisse:—I beg to acknowledge receipt and to thank you for your kind letter of August 21st, inviting me to be present at the Annual Dinner of the International Stewards Association, September 10th, in New York City.

It would be with great pleasure I should accept were it possible for me to come to New York at that time. I fear, however, that duties incident to the coming political campaign will make it impossible for me to be with you on this occasion.

Please extend to the association my cordial thanks for their invitation, and believe me,

Sincerely,

ALBERT J. BEVERIDGE.

Mr. Fr. F. Falisse,
207 West 34th St.,
New York City.

PRESIDENT MORRIS: I appoint Mr. Bevins and Mr. Zwiesler tellers of election, and Mr. Hickey judge of election.

On account of the pressure of business in our previous sessions, I think we have overlooked one point for discussion that is of interest to the Pittsburg Branch. I have reference to the Sinking Fund. If there are any members of the Pittsburg Branch who would like to give us ideas why they think that is a good thing, we will be glad to hear from them. The President of the Pittsburg Branch is here, Mr. Klooz, and we would like to hear from him for a very few minutes. We want to get his recommendations in as few words as possible, as we will not be able to give as much time to it as we would like to.

MR. KLOOZ: I think I expressed myself fully on that the other day, and I do not wish to go over the details of it again. It is purely a matter of advancement and encouragement for the new members of the I. S. A. It is simply a matter of enthusiasm to hand out to the new candidates.

THE PRESIDENT: I remember now we have gone over that question before. I was told that we had overlooked that point, but now I recall that we discussed it.

MR. JOHN F. SOUTER: We have an association where the member's family gets \$400 upon the death of the member. Each member is assessed and their treasury is in a flourishing condition. I think this thing would be of great advantage, and I agree with Mr. Klooz, in getting new members. There are a great many members who belong to local clubs, but do not live in Pittsburg, who cannot attend our meetings. I went to one man who belonged to this club I am speaking about, and wanted him to join. He told me that they had this death benefit, and wanted to know what benefit I could show him from my organization. I went out and hustled, and I was the

means of getting eighteen members in the Pittsburg Branch. Now I wish the members of the I. S. A. present here would consider these little matters and think them over.

THE PRESIDENT: What is the amount usually assessed these members of the New York Branch?

MR. SOUTER: \$2.00.

MR. OPREY: I want to say for the benefit of the members here that the New York association is only in the State of New York, the majority are in New York, but the I. S. A. is all over the United States. In every State under our present charter they make their own laws on that. We cannot make it international. It would take two or three clerks to collect that money. While the New York Stewards' Association has only 100 or 145 members, here we have in all 800, and we expect to get to the thousand mark this year. Gentlemen, I think it is too much, but if every State wants that privilege, let the State have it. Let the State go ahead and work for it. If they need it let them come forward and have that benefit. It is optional. If a man comes to you and asks you what benefit you have got in the work, tell him there is good fellowship. That is what we need, and that is the best work in our association, good fellowship. We must work to make the I. S. A. stronger and stronger. That is our object, and to my opinion it cannot get stronger if you have a National death benefit. (Applause.)

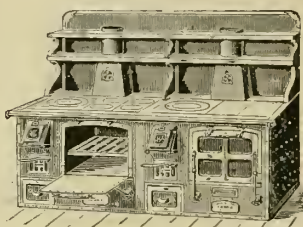
TRAINING SCHOOL GOES OVER ANOTHER YEAR.

PRESIDENT MORRIS: The next business before the convention is very important. We have had the Training School question before us now for nearly two years. A year ago in convention a committee was appointed to discuss and debate and point out the best ways and means to bring about this proposed Training School. I regret very much that the Chairman of that committee, Mr. Cowan, is unable to be with us on account of his wife being ill. Several of the members of the committee are not here. It is a question that is a very serious and important one, and the International Stewards Association cannot afford to assume that responsibility unless they see their way clear to thoroughly carry it through with success. To assume it and not carry it through would do us more harm than good, and set us back further than anything else I know of. For that reason we would like to hear from the committee, members of that committee here present, on what they can say, and then I would suggest to you, with the approval of the honorable body here, that we postpone the decision of the Training School question for one more year. In the meantime, I would like to have the honor of appointing Mr. O. W. Gueldemeister, the Chairman of that committee, and attach to the committee Mr. Adolph Meyer of New York, who was made an honorary member this morning. Also Mr. Minnehan should be made a member of that committee.

INDIANAPOLIS FOR CONVENTION.

There is one thing I want to put up to you members this afternoon: If you will only agree with me that our next convention should go to Indianapolis, it means success, supposing you approve of its going to Indianapolis for our next convention, where we will be taken care of by the members, at that convention we could visit the Winona Technical Institute, and the grounds upon which this proposed school is to be located, go through their plant and see how they will do these things for us. I am satisfied in my own mind if we unitedly approve of that proposition, in that next convention we could collect from individual members and hotel proprietors right there in convention almost enough money to put the project through. That will come up for consideration later, when we are talking about where we will have the next meeting. That is my idea about this thing, of pushing it through with success when we are on the ground, and we can decide better then.

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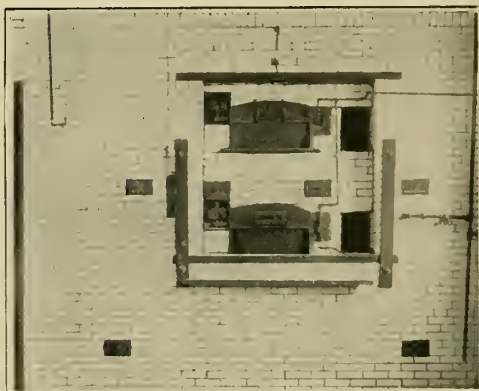
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Mr. Falisse, we would like to hear from you, if you can give us any information regarding the work of the Committee on the Training School.

MR. FALISSE: I am not prepared to say anything on that, because the Chairman was to make the report, and I have not heard anything from him in regard to that.

THE PRESIDENT: Mr. Menjou is on that committee, but just now he is not here. Mr. Murphy is not here; Mr. DeVault is not here. Mr. Ratz, who is on the committee, is now engaged in work on the Nominating Committee, and is not now in the room. Mr. Hoffman, our legal adviser, is here, and he says he cannot report because he has no information from the Chairman, and he does not know what has been done. That indicates the necessity of carrying this work over one more year so that the committee can carry this work out with success at the next convention. I will be glad to entertain a motion that that be done.

MR. ZWIESLER: I make a motion that the Training School question be deferred for one more year, and that a committee be appointed to carry on the work and to report at our next annual convention.

MR. KLOOZ: I second that motion.

Motion put and carried unanimously.

THE PRESIDENT: According to our By-Laws and Constitution, the President's appointments are only for the term of his office, so it will be impossible for me to appoint that committee. I might work with the incoming president to help him on that committee, and he will appoint the committee to do that work.

If there is any member present who would like to say a few words on the Cooking School and Training School question, we would like to hear from him while we are waiting for the Nominating Committee. Mr. Girard, we would like to hear from you.

MR. GIRARD: I have not studied the question very closely, Mr. President, but I happened to think as you were talking about the matter, that were it possible for the association to entertain the idea of the feasibility of allowing a hospital-trained nurses and hospital attendants and teachers to take a course under the direction of the I. S. A. Department of the Training School, it might be very useful to raise large subscriptions. I do not know that you exactly understand what I mean.

THE PRESIDENT: That would be one of the branches.

MR. GIRARD: That would be a branch under the direction of the I. S. A. That would permit us going out and getting subscriptions, and I have no doubt we could raise very large subscriptions.

SECRETARY MILLER: We have scholarships.

MR. GIRARD: We could then get such men as Mr. D. O. Mills, to subscribe a thousand or two thousand.

SECRETARY MILLER: We have 33 scholarships subscribed now of \$100 apiece.

MR. GIRARD: You need \$50,000 or \$75,000 to carry this along to a success, do you not?

SECRETARY MILLER: I should think so.

MR. GIRARD: The physicians all over the country are recognizing the fact that it is absolutely necessary that they should improve the quality of their food in hospitals and they can improve the quality of their food only through its preparation, and that is a knowledge that nobody seems to have except high grade, high class cooks.

You would be very much surprised if you visited a hospital to see how very poorly the meals are prepared. I am Chairman of the Hospital Committee in the town where I live, and it has been brought up and talked over quite a little, and I have occasion to meet physicians in congresses and conventions, and those I have talked to seem to think it would be a grand idea to have some place in the country where nurses could go for six months or a year and learn the art of the preparation of food.

If the committee should work out that idea and think it is feasible, I think we could raise some large sums, go out and get very large subscriptions from individuals. You know people are much more ready to

give for the advancement of science than for the advancement of a certain profession. I would be very glad if you would think these matters over very carefully.

THE PRESIDENT: I think it is a very good suggestion, and it will be considered by the committee who take up this work. The Winona Technical Institute is only too glad to take up any project of that kind. That is what they are in the field for.

If there is any other member who has anything to say or has any motion to make this afternoon, this is the time to make it. This is our last session, and we have a short time left before the Nominating Committee reports and you will save time if you can make motions now instead of after the election of officers.

MR. BEIERSDORF: As this convention is drawing to a close I want to say a few words. In the first place I want to make some apologies for the poor showing that the New York Branch of the I. S. A. has made at this convention. I suppose most of us are detained by duties at clubs or hotels and restaurants, or else they would have been here. I can assure you, however, that they are with you in all your work in spirit. If we have not had as good an attendance here at the convention as we might have wished, we are fortunate to have in our New York Branch a man who has shoulders broad enough, and whose heart is big enough to carry on the work for the whole bunch in the New York State Branch, and that is our beloved vice-president, Mr. Falisse. (Applause.) It was through the efforts of Mr. Falisse that the convention was brought to New York this year, and the whole year round Mr. Falisse has worked to make this convention the greatest one in the history of the I. S. A. How far he has succeeded you gentlemen have seen, and I for myself feel proud of what Mr. Falisse has done. He is working very hard and mostly all alone. One thing he has done which will go down in the history of the I. S. A. and is, he has brought the Hotel Men's Association to our convention, and he has gotten us their support.

THE PRESIDENT: Mr. Falisse co-operated with Secretary Miller.

MR. FALISSE: Mr. Miller did all of that work.

MR. BEIERSDORF: I stand corrected then. The Hotel Men's organization has recognized us and we are very proud to see them here. We have enjoyed their speeches, and undoubtedly have learned a whole lot from them and will carry it away with us. Now they have done a whole lot for us, and I am sure they will support us a great deal afterwards, and it is only right that we should show our appreciation to them in some small way. There is an agitation on foot here in the State of New York that Mr. Tierney touched on in his speech, and that is personal liberty legislation. I offer a resolution here that the International Stewards Association pledge their full support to the Hotel Men's Association in the movement of the Personal Liberty Legislation as indicated in their doings at Saratoga. I make that as a motion: That the International Stewards Association, as a body, shall pledge their full support as a body to the Hotel Men's Association, the H. M. M. B. A. in the work outlined at morning. Also we would like to have the last meeting in Saratoga, on behalf of the Personal Liberty Legislation.

MR. GIRARD: I do not agree with our friend that we ought to pass such a resolution. If we do that we put ourselves on record as belonging to a certain political party and you see this Personal Liberty League business in every saloon throughout the State of New York. If we place ourselves on record as favoring the Personal Liberty League idea, we put ourselves on record as co-operating with every saloon in the country. Now if we remain absolutely silent on the proposition, we won't hurt anybody. We began without the help of the H. M. M. B. A. We do not need to go into this. We are stepping a little too much into politics. You know the position Heinze put himself in when he subscribed a large sum of money for the Prohibition resolution. These things hurt him very much.

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SECRETARY MILLER: Mr. President, in reply to Mr. Girard. I want to say that I attended the convention of the H. M. M. B. A. at Saratoga, both as a member of the H. M. M. B. A., and also as a member of the I. S. A. I belong to both organizations. I think the resolution offered by Mr. Beiersdorf could be worded in a little different manner to show that the I. S. A. membership approved of the action taken and the resolution adopted and the papers read at Saratoga. We need not pledge ourselves to any Personal Liberty League, or any saloon movement, but we can indorse the papers as they were read. We are not boosting any saloon. We are not coming here and asking something from the H. M. M. B. A. I believe it is no more than right that we should assert our manhood and friendliness towards them by standing ready if they call upon us, which they did through Mr. Tierney's remarks yesterday. Mr. Tierney could not come out and afford to ask you boys, "Will you help us?" He has put it before you in an intelligent manner and opened the way for you to stand up for the H. M. M. B. A., not to help saloons or any Personal Liberty League at all. I think it is our duty right now to go on record that we indorse the papers read at the convention in Saratoga, and with Mr. Beiersdorf's permission I will alter the motion to read that way.

MR. GIRARD: When a fellow calls for sugar for his coffee he don't call for salt. I agree with what Mr. Miller has to say. I did not make myself clear. If you pledge yourself to Personal Liberty societies I think you are making a mistake. I approve of Mr. Miller's amendment.

SECRETARY MILLER: I make that amendment with the permission of Mr. Beiersdorf.

MR. BEIERSDORF: I heartily agree with Mr. Miller.

SECRETARY MILLER: I think our attitude ought to be clear. The speech yesterday ought to indicate clearly that the gates are open for us to declare ourselves, that we are ready to assist in the struggle of hotel associations.

THE PRESIDENT: I will have Mr. Miller make the amended resolution.

MR. NEISS: Don't you think, Mr. President, it will facilitate this matter a great deal and have it put in shape to lay it properly before the convention, if you appoint Mr. Miller a committee of one to draft a resolution and then submit it to our association?

THE PRESIDENT: The best way in my mind is to have Mr. Miller amend that resolution on the lines he has suggested, which are right and proper. When he amends that resolution, with your approval it will go through.

MR. BEIERSDORF: I will withdraw my motion.

MR. MILLER: I offer a resolution, gentlemen, to be as follows:

Whereas, the H. M. M. B. A., composed of the hotel keepers of the United States and Canada, read valuable papers in their convention in Saratoga, pertaining to the anti-Prohibition movement for the future protection of their interests, be it hereby

Resolved, That the International Stewards Association in convention assembled in New York approve of the sentiments expressed in those papers and stand ready to give moral support to the H. M. M. B. A. in this work.

MR. HICKEY: I second that.

MR. OPREY: Mr. President and gentlemen, it is not generally that I refer to such things, but I have heard the speeches that were delivered in Saratoga, and I wish to direct your attention especially to one made by one of the hotel men there, which is published in the hotel papers. I think it will do any of us a great deal of good to get hold of one of those papers and read that speech. It is one of the best speeches I have ever read.

Secretary Miller's motion was put and carried unanimously.

THE PRESIDENT: Any other motions?

MR. KLOOZ: Mr. President and members, we have with us two members, one active and one honorary, and if I am in order, I think they deserve a great

amount of thanks for the untiring efforts that they have given to this association. I would like everyone to rise to a vote of thanks to the hard and earnest work of Brother Falisse and Brother Hoffman.

A rising vote of thanks was tendered.

MR. HICKEY: Mr. President, I would like to ask, in behalf of the Boston baby branch, that a charter be granted us at the earliest opportunity. I have presented the Secretary with a copy of our Constitution and By-Laws, and have complied with the requirements for that charter. The title shall be "The Boston Branch of the International Stewards Association," to be known as "The Stewards Club of Boston, Boston, Mass."

SECRETARY MILLER: The Stewards Club of Boston, Boston, Mass., the Boston Branch of the I. S. A. I move that they shall be granted a charter by the National body, thereby being affiliated with the I. S. A. Motion seconded and carried unanimously.

THE PRESIDENT: The next business, gentlemen, is the election of your National officers. I take great pleasure in calling upon the Chairman of the Nominating Committee, Mr. Frankfurter, to announce to you the nominee for the office of National President.

MR. FRANKFURTER: The Nominating Committee has nominated for National President, F. F. Falisse, of New York. (Loud cheers and applause.)

THE PRESIDENT: Gentlemen, you have heard the name of the nominee for your next National officer and standard bearer. All those in favor will approve by a rising vote.

(The members stood and were counted by the tellers.)

Are there any other nominations?

MR. R. W. WAGNER, Pittsburg, Pa., nominated Mr. L. Fred Klooz.

MR. KLOOZ: I would like very much to have this vote a unanimous vote in favor of Mr. Falisse. (Applause.)

The motion of Mr. Klooz was received with a storm of seconds, and Mr. Falisse was declared unanimously elected to the office of President.

MR. GIRARD: That is the kind of spirit that wins, boys. (Three cheers.)

MR. FALISSE: Mr. President and members of the I. S. A., I thank you for the honor you have conferred upon myself, and more than that the honor that you have conferred upon the east, and especially to New York, in electing me as your standard bearer for the year 1908-9. The work in New York is very hard for a member of the I. S. A. It is the only city in the United States where we have organized a Stewards Club where they already have a large membership and don't allow us to go to the field the way we would like to. Our friends here have met that most excellently, because it has been said time and time again that the I. S. A. was purely a western organization. By electing a member from New York as your standard bearer, you have proved once for all that the I. S. A. is a National organization. (Cheers and applause.) The I. S. A., since coming to New York very near three years ago, has been very flourishing. We have started, gone down, and we are now going up, and now I can assure you that when we have the next convention, wherever it may be, the New York delegation and the New York Stewards of the I. S. A. Branch will be the largest in that association.

Gentlemen, I thank you once more for the honor you have conferred on me. (Applause.)

THE PRESIDENT: Mr. Chairman of the Nominating Committee, I call upon you for the name of the nominee for the office of National Vice-President.

MR. FRANKFURTER: Mr. President, I have the honor to nominate Mr. Klooz of Pittsburg.

(The announcement was greeted with cheers and applause. President Morris put the motion and it was carried unanimously, and he declared Mr. Klooz duly elected to the office of Vice-President for the ensuing year.)

MR. KLOOZ: Gentlemen, I think you have adopted a wise plan for a great many reasons. In the first

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place, there is an awful hard fight on hand in New York that we want to down. I do not see how we could get around it very well if we did not have the man right in the field all the time. The second place is, that the man who has been elected President is a man who has worked very hard and has been Vice-President of the association for several years. He has been very devoted in his work, and I think you have made a great choice in him. If it is the will of the association that I am to be Vice-President, I shall lend him every aid possible during the ensuing year to make that year's work a pronounced success. (Applause.)

THE PRESIDENT: Mr. Chairman of the Nominating Committee, I hereby call upon you for the nominee for the office of National Treasurer.

MR. FRANKFURTER: We nominate Mr. Gilbert Cowan of Chicago.

THE PRESIDENT: Mr. Cowan is not here, through no fault of his. His wife is on a sick bed at home. As you well know, it is his duty to be by her side. No man regrets more than he does not being present. For that reason I pass these few remarks. I can safely say no man will better discharge the duty of National Treasurer than Mr. Gilbert Cowan.

(President Morris then put the motion, which, having been seconded, was unanimously carried.)

THE PRESIDENT: I do not think it is of any use to call upon you for the nominee for Secretary.

SEVERAL VOICES in unison: Not a bit.

THE PRESIDENT: I hereby call upon you for the nominee for the office of Secretary.

MR. FRANKFURTER: The gentleman, the great old man, has been nominated, our good old soul, Mr. Jacob Miller. (Cheers and prolonged applause.)

MR. GIRARD: Three cheers for fighting Jake. (Cheers heartily given.)

On motion, duly seconded, and unanimously carried, Mr. Jacob Miller was declared elected Secretary for the ensuing year. (Three cheers.)

SECRETARY MILLER: Mr. President and members of the International Stewards Association, this speech of acceptance to me is almost stereotyped. It has got to be old, and I have got to think a minute to bring in something new.

However, when I closed my report this year, passing in the report to you, I sincerely hoped that you would know, and have sense enough to know when you had enough. Evidently you do not know. I came here fully determined to retire from official life for the time being, from the I. S. A. I believe that I have given in the past four years my best efforts, not for the sake of obtaining office or holding office, but for the sake of fulfilling the duty and obligations that I undertook and accepted at your hands and I hope that those chosen by you for office will enter office with that spirit in mind uppermost, that they have that duty to the office to perform, or otherwise do not accept it—I do not care whether it is President, Vice-President, Secretary or Treasurer, we have got work laid out for the officers, and if we do not support our officers they cannot do the work. If your officers do not do the work, place other men in the office.

I want to thank you for this unanimous election. I do not know what else to say, as I have already said my speeches in that direction were almost stereotyped. Again I thank you. (Cheers and prolonged applause.)

THE PRESIDENT: Mr. Chairman of the Nominating Committee, I hereby call upon you for the names of the two trustees for the ensuing three years.

MR. FRANKFURTER: For trustees: A good and hard fighter and worker who always has his heart in the right place, Max Koppel, of Chicago, for three years. (Applause.)

The second is also a good scrapper from a State which has proven that it can do a thing and bring about what it wants—Mr. Peter J. Zehnder, of Dayton, Ohio. (Great applause.)

THE PRESIDENT: Gentlemen, the Nominating Committee place before you for the office of Trustees for

the ensuing three years, Mr. Max Koppel of Chicago, and Mr. Peter J. Zehnder, of Dayton, Ohio.

Motion was duly made, seconded and unanimously carried, that these gentlemen be elected to the offices named.

THE PRESIDENT: Now I think that disposes of the election of the National officers. I am sure you will agree with me that the Nominating Committee fully deserves a vote of thanks, for the intelligent and able manner in which they have selected the men for our standard bearers. Let us have a rising vote of thanks to the Nominating Committee.

(A rising vote of thanks was then tendered to the Nominating Committee.)

THE PRESIDENT: One thing more; we must not forget in extending votes of thanks to the different workers, the proprietors of the beautiful place wherein we have held our convention. You will agree with me that we could not have had a more ideal place for our convention: this beautiful garden, the catering, the accommodations, convention hall and banquet hall, and I feel sure that you will agree with me that they have done all possible to make our convention comfortable and a success. I will be glad to entertain a motion for a vote of thanks to the proprietors.

Motion made by Mr. Klooz, seconded by Mr. Janssens, that a vote of thanks be spread on the minutes to the proprietors of Terrace Garden, New York, for the manner in which they have taken care of the convention, was carried unanimously.

THE PRESIDENT: I ought to call upon a committee to conduct your worthy National President to the chair, but that is not necessary. As Vice-President, he is already here. I will, however, appoint Mr. Wagner and Mr. Knapp to escort the worthy Vice-President to the chair.

(Messrs. Wagner and Knapp escorted Mr. Klooz to the chair.)

THE PRESIDENT: There is a little more business we have to get through with. The next business before this convention is the selection of our next annual convention meeting place. Secretary Miller will read to you invitations from the different States desiring our presence next year.

(Secretary Miller then read letters from the Victory Hotel of Put-in-Bay, Ohio; Hotel Statler, Buffalo; Chamber of Commerce, Buffalo; Atlantic City Bureau of Publicity, Atlantic City Board of Trade, Atlantic City Hotel Men's Association, Atlantic City Business League; Indianapolis Hotel Association and Restaurant Keepers' Association, Commercial Club of Indianapolis; Toledo Hotel Men's Association, Toledo Chamber of Commerce.)

THE PRESIDENT: Gentlemen, what is your pleasure regarding the next city for our annual convention?

MR. WAGNER: There has been a great deal read here by Mr. Miller, and some very good inducements to come to these different places to hold our convention. I thought I would wait until Mr. Miller was through with all those letters to see if we could offer something more than they are offering.

Now while we would do anything to make a fight for the convention in Pittsburg this coming year, and still want it, and in fact all the people of Pittsburg—and I need not mention the Pittsburg Stewards Club, who are very anxious to entertain the International Stewards Association—due to the fact that there seems to be a great deal of work on this Training School question, they are the only people that we will take our hats off to. We want to make a very strong invitation for the I. S. A. to have their next convention at Pittsburg. We can entertain you nicely, and probably with something new, due to the fact that we have a great many manufacturing plants in our town. We can take you through some of the largest steel plants in the world, as well as the Westinghouse Company's electric plant, the gigantic plant of H. J. Heinz Company, and others. We have very good hotels to take care of this convention, and I believe that the managements of the hotels can extend a more cordial invitation than I am able to do.

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MR. FALISSE: Fellow members and Past President—(turning to Mr. Morris)—I am the first one to address you in this way—I have a word of suggestion to offer. Two years ago, in Niagara Falls, we selected Chicago as the next meeting place and decided to carry the next convention after the Chicago convention to New York. Let us in 1909 go to Indianapolis, where we will take up the important work of the training school, and have the Winona Technical Institute there to go to. Then in 1910 let us go to Pittsburg. (Applause.) Of course the 1909 convention may change it, but we can give Pittsburg the privilege of being the first to invite us there in 1910.

THE PRESIDENT: Any other remarks?

MR. KLOOZ: Mr. President, I think that Pittsburg would be awfully anxious to have a convention and could entertain you as well as anybody. I think the first consideration in the matter is the knowledge we would derive by going to Indianapolis, where we could take up the training school question so well. That seems to be our main topic for discussion and consideration, and I think Pittsburg will corroborate me when I say if you do not decide on Indianapolis we would like you to convene at Pittsburg. (Applause.)

A motion was then put, seconded and carried unanimously that the next convention of the International Stewards Association be held in Indianapolis, Indiana.

THE PRESIDENT: My next duty is to turn the gavel over to a man whom I believe is going to be one of our greatest standard bearers. I will ask that he kindly assume the chair and finish the routine of business for this convention.

(President Falisse took the chair amid great applause.)

PRESIDENT FALISSE: Gentlemen, taking the duty of President elect, I thank the members for the vote they have given me. I want to thank you once more.

Yesterday my friend, Mr. Koppel, asked for a vote of thanks to President Morris. We are not going to undo that vote of thanks, but we are going to tender Mr. Morris another vote of thanks. For two years he has been your standard bearer, and he has been a man who has done a great deal of hard work for the I. S. A. As I told you at Chicago, scarcely a week would go by without a letter being exchanged between Mr. William Morris, better known as "Billy," and myself. I see that he has not grown any grayer than he was during the beginning of the year, so we evidently have not been as hard on him in 1908 as we were in 1907. Then if there is another man that knows his work in the I. S. A., it is certainly our good old friend, Jake Miller. I ask you gentlemen to give a rising vote of thanks to retiring President William H. Morris and Secretary Jacob Miller, and with that vote of thanks to give three cheers and a tiger. (The cheers and tiger were given.)

PAST PRESIDENT MORRIS: I thank you sincerely for your good will and friendship. I have done nothing more than my duty as it has occurred to me in the discharge of those duties. I want to thank you once again for the honors conferred upon me, and I assure you that while not in office, I am still an active member, and shall always be found on the firing line. (Applause.)

PRESIDENT FALISSE: As I will not be able to attend the meeting of the Board of Trustees in Chicago, I appoint you, Mr. Morris, my proxy, to act fully for me.

The Educational Committee has a great work before them, and I do not know of anybody else than the one selected who is more fit for the chairmanship. The greatest thing we will have to do is to study the question of the training school. We have with us a man who has been a hard worker in the ranks of the I. S. A. since the beginning of its organization, and I am glad to see him again with us. I take great pleasure in appointing as Chairman of that Educational Committee Mr. Eugene Girard of Niagara Falls. (Applause.)

I will appoint Mr. O. W. Gueldemeister as Recording Secretary.

I now appoint Mr. Milo E. Westbrooke as Official Chemist.

I think that it is unnecessary to say who will be our next attorney. He is here; Arthur C. Hoffman will continue in the office that he has held during the past years.

I am glad to see at this meeting also a gentleman whom we all love and respect; a gentleman who has done lots for the welfare of the I. S. A.; a gentleman who takes interest in the I. S. A., who calls us the Doctors of the Kitchen. We need a doctor. We need a surgeon. I refer to your old friend, Dr. J. J. Leppa, and he will be our Surgeon General.

MR. KOPPEL: I wish to make a motion that a vote of thanks be extended to the Assistant Secretary, Mr. Bevens, for the excellent work he has done.

SECRETARY MILLER: I second the motion.

Motion put and unanimously carried.

DR. LEPPA: Mr. President and members of the Stewards Association, I make an amendment to the statement of Doctors of the Kitchen. I will give you the title of Hygienic Physicians.

THE PRESIDENT: Any other motions? (No response.)

As the question of the training school is of great importance, I will now appoint a committee on that question.

O. W. Gueldemeister, Rochester, N. Y., Chairman; Albert Menjou, Cleveland, O.; August Ratz, St. Louis, Mo.; Arthur C. Hoffman, Chicago; Luke J. Minnehan, Pittsfield, Mass., and Adolph Meyer, New York, members of that committee.

Gentlemen, if you have no further motions, we will entertain a motion to adjourn.

On motion, duly seconded, the convention then adjourned sine die at 4:45 p. m., Terrace Garden, New York, September 10, 1908.

JACOB MILLER, Secretary.

THE BANQUET.

The annual banquet was held in Terrace Garden Thursday night, when 300 were present. Among the guests were Dr. Harvey W. Wiley, the government pure food expert, and Oscar Tschirky, who is much better known to fame as "Oscar, of the Waldorf."

Toasts on the menu were those of "The Association," "The Steward," "The Ladies" and "The Press." They were responded to by D. B. Provan, Philadelphia; Dr. Wiley, Wm. H. Morris of Chicago, E. H. Nies and J. M. Miller, Mr. Brown of the Massachusetts Hotel Keepers Association, Mr. John Willy of Chicago, and Mr. C. E. Corus of the Hotel World, Chicago. The last speaker was "Oscar, of the Waldorf."

"Oscar" said the hotel men of today needed brains to conduct their business, and the fact that they succeeded was an indication that they had brains and intelligence. He said the steward today must be a gentleman, and that he was just as much entitled to respect as the banker or any other professional man.

"The hotels," he said, "have become the homes of the people and we are making them so. We know what they want, and the fact that we are able to give it to them makes the hotel successful."

"Oscar" was warmly applauded, and elected an active member of the association by his request.

Dr. Wiley pleaded for the support and co-operation of the hotel in the warfare against impure foods.

"You stand near the welfare of the people," he said, "and there will be no difficulty if you will see to it that the people get what they ask for and what they need. If you buy your supplies of men who make pure foods there will be no need of laws. We want our whiskey and our brandy old and our chickens and fish young. I want your help and support in this fight for pure foods."

Dr. Wiley pleaded for American names for American products and was warmly applauded.

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Buttermilk, per qt.	-	5	cents
X Cream, per one-half pt. bottle	-	10	cents
XX Cream, per one-half pt. bottle	-	12	cents

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1. Louis Becker, Chicago, Ill.
2. F. J. Smith, St. Louis, Mo.
3. John J. Geis, Dayton, O.
4. Adolph F. Voss, St. Louis, Mo.
5. Jas. H. Bowker, Meriden, Conn.
6. Wm. H. Buckley, Mobile, Ala.
7. Wm. H. Kerns, Mobile, Ala.
8. Robt. Jones, Philadelphia, Pa.
9. Jas. H. Winsor, Chicago, Ill.
10. G. E. Keiner, Swarthmore, Pa.
11. Wm. M. Kimball, Springfield, Mass.
12. Aug. Husing, New York, N. Y.
13. John Pegg, Scranton, Pa.
14. Louis Kuehnreich, Syracuse, N. Y.
15. Oscar Tschirkey, New York, N. Y.

Reinstated:

Louis N. Schmidt, Philadelphia, Pa.
E. V. Boblett, Webster Springs, W. Va.

After the banquet occurred the Grand Ball at Terrace Garden, where 200 couples enjoyed the evening and many remained until the wee small hours in the morning, closing the social features provided by the New York Branch of the I. S. A., at the Eighth Annual Convention, which has been voted by all present as the best ever since the birth of the I. S. A., with Vive la I. S. A.

BOSTON BRANCH, I. S. A.

Boston, August 27, 1908.

BOSTON STEWARDS' CLUB.

This club, born at U. S. Hotel, Aug. 26th, 1908, is going to live, if large attendance is a sign of life. The fortnightly meeting of the club was held in U. S. Hotel, Sept. 18. Mr. M. A. Hickey, President, occupied the chair, and there were over twenty members present. With the applications now on hand the membership next meeting will reach thirty. On account of the winter coming on, it was decided to change the day of meeting from Thursday to Monday, and give the members a better opportunity to attend, as Monday is generally the quietest day in the week. After the business of the meeting was dispensed with, a lively discussion took place under the head of the Help Question, and more on this point will be heard of in the near future.

Mr. M. A. Hickey gave a twenty minutes' talk on the New York convention, which all the members were very much interested in. Mr. Hickey also gave the new club sound advice on allowing drink at their meetings, and converting the meetings into a boozing club. He did not disapprove of a little refreshments at meetings. Moderation, he said, was true temperance. Next meeting at the U. S. Hotel, Oct. 5th, 1908.

PHILIP MCGEE, Sec'y.

CONSTITUTION AND BY-LAWS

of INTERNATIONAL STEWARDS' ASSOCIATION.

Passed, approved and adopted by the Eighth Annual Convention, September 8th, 9th and 10th, 1908, New York City, N. Y.

CONSTITUTION.

ARTICLE I.

NAME, BOARD OF DIRECTORS, BOARD OF TRUSTEES AND PRINCIPAL OFFICE.

Section 1. This body shall be known by the name, style and title, "International Stewards' Association," with its principal office in the City of Chicago, County of Cook and State of Illinois.

Sec. 2. The National Body of the Association shall consist of the following: A National President, a National Vice-President, a National Secretary, a National Treasurer, a National Board of Trustees (six in number) and all members of the association (in good standing) present or represented at the annual or special conventions of the National Body.

Sec. 3. The National Body reserves the sole power to establish, regulate and control the forms and ceremonies of all work of the association.

(a) To prescribe the form and color of the regalia and emblems.

(b) To establish State Branches and Local Clubs in the United States and all its possessions, including Mexico, Canada and its dominions, and the North American islands.

(c) The exclusive right for doing the matters and things necessary for the promotion and welfare of the association.

Sec. 4. The National Board of Directors of the National Body shall consist of a National President, a National Vice-President, a National Secretary, a National Treasurer and the National Board of Trustees.

ARTICLE II.

APPOINTED OFFICERS.

Section 1. There shall be appointed by the National President, State Regents after each annual convention or when necessary, or to fill vacancies, such State Regents to represent the National President in the State or Territory for which they are appointed, such State Regents shall make reports to the National President annually or oftener as the National President may dictate, upon the progress and work performed by them, and such State Regents shall from time to time recommend such matters and things which they deem best for the progress, good, welfare and promotion of the interests of the association.

Sec. 2. The National President shall appoint a Sergeant-at-Arms, an Educational Committee, a Committee on Law, a Transportation Committee and such other committees as he may deem necessary.

Sec. 3. The Committee on Membership shall consist of the members of the National Board of Trustees, unless otherwise provided for in the annual convention of the association.

Sec. 4. All disputes and grievances shall be referred to the National Board of Trustees, and their decision thereon shall be supreme and final.

Sec. 5. The National President shall appoint a judge and two tellers at all elections of national officers for the association, which tellers shall count the votes or ballots, and announce the results of such votes or ballots to the presiding officers in annual convention.

Sec. 6. The National President and the National Secretary shall be ex-officio members of the National Board of Trustees and of all other committees of the association.

ARTICLE III.

MEETINGS.

Section 1. The National Body shall hold its regular annual conventions between the 15th day of August and the 1st day of September of each and every year, commencing at 10 a. m., on the day named by the National Board of Directors, and at such place as may have been designated at the preceding regular annual convention.

Sec. 2. Special sessions of the association may be called by the National President when unanimously requested so to do by the National Board of Directors, and only such business shall be transacted for which such special session is called; not less than twenty (20) days' notice (such notice to be published in the Official Bulletin of the association) shall be given of the calling of such special session.

Sec. 3. A majority of the National Officers of the association and the National Board of Trustees shall constitute a quorum of the National Board of Directors, and three members of the National Board of Trustees shall constitute a quorum of the National Board of Trustees.

ARTICLE IV.

STATE BRANCHES AND LOCAL CLUBS.

Section 1. There shall be established by this association, State Branches and Local Clubs, anywhere within the jurisdiction of the association, and as pro-

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vided for in and by the charter and constitution of this association.

Sec. 2. The State Branches and Local Clubs of the Association shall be vested with the power to elect their own officers, make by-laws (wherein they do not conflict with those of the National Body), for their government, all of which must be in conformity with the Charter, Constitution and the By-Laws of the Association.

Sec. 3. Not more than one State Branch of the association shall be established in any state, territory or otherwise, nor shall more than one Local Club of the association be established in any city or town within the jurisdiction of the association, and as provided for in and by the Charter and Constitution of the association.

Sec. 4. The Presidents of the State Branches and Local Clubs shall report their progress half-yearly or oftener to the National President.

ARTICLE V.

TERMS OF OFFICE.

Section 1. The National President, the National Vice-President, the National Secretary and the National Treasurer shall be elected for the term of one year, and shall hold office until their successors shall have been installed, at which time they shall surrender to the National Board of Trustees all properties, documents or other belongings of the association which they have in their possession or under their control.

Such National Officers to be elected at each and every regular annual convention of the association.

Sec. 2. The National Board of Trustees shall be elected at each regular annual convention for a period of three years, in such manner that two shall be elected at each regular annual convention of the association, and to fill the places of such National Trustees retiring, and whose terms of office have expired.

Sec. 3. The National President shall make no appointments extending beyond his terms of office.

Sec. 4. All moneys received and belonging to the association by any officer or member shall be surrendered by such officer or member to the National Secretary, who shall deposit such moneys so received in such banks or bank or other place or places as may be designated by the National Board of Trustees.

Sec. 5. The property of the association cannot be divided or parceled out, nor can the association be dissolved, as long as ten members of the association (in good standing) desire its continuance.

Sec. 6. The constitution of this association may be changed or amended only in regular annual convention or at a special convention called for that particular purpose. Notices of such change or changes, amendment or amendments proposed shall contain in full the proposed change or changes, amendment or amendments signed by the member or members proposing such, and such notice or notices shall be mailed to the National Secretary, who shall affix the seal of the association to such original notice or notices, and he shall cause to be published in the Official Bulletin, styled "The International Stewards' Bulletin" such change or changes, amendment or amendments to the constitution for a period of thirty (30) days prior to the convening of the National Body in regular annual or special convention.

All change or changes, amendment or amendments to the constitution shall require a two-thirds vote of the members present or represented, for adoption.

Sec. 7. The by-laws of this association, and in accordance with the Constitution and Charter, may be from time to time changed, amended or abolished at any regular annual or special convention of the National Body by a majority vote of the members present or represented, without previous notice.

BY-LAWS.

ARTICLE I.

MEMBERSHIP, DUES, ETC., ACTIVE MEMBERS, HONORARY MEMBERS.

Section 1. Any male, white, of the age of twenty-one (21) years or upwards, who has served as a stew-

ard, assistant-steward, catcner, or as manager or proprietor of any reputable hotel, club, cafe, restaurant, steamship-line, dining car system or apartment house, who is and has acted as caterer and employer of help for at least one year, may become a member of this association, by filing his application in writing with the National Secretary of this association, and by the paying of such fees as the by-laws shall provide, *Provided*; his application for membership shall be properly endorsed and favorably acted upon by the membership committee.

(a) The admission fee for Active Members shall be the sum of Five (\$5.00) Dollars; yearly dues Five (\$5.00) Dollars.

(b) All dues shall be paid annually and date from January 1st to December 31st, and shall be payable on the first day of January of each and every year. Members joining after July first shall pay the sum of Two Dollars and Fifty cents (\$2.50) for dues (in addition to the Five (\$5.00) Dollars admission fee), and which shall include all dues to December 31st of such year in which such member has joined.

Sec. 2. There shall be paid by the association out of the annual dues so received by it, from each and every member the sum of One (\$1.00) Dollar per annum per member, to the State Branch under whose jurisdiction such member resides, and in the event that such member is not within the jurisdiction of a State Branch, then and in such event the association shall pay to the Local Club to which such member is attached the sum of One (\$1.00) Dollar per member annually, which said sum of One (\$1.00) Dollar is to be deducted out of the annual dues so received by the association from such member. A State Branch or Local Club shall not receive nor be entitled to any part or parcel of the dues received by the association from any member, such member being admitted in the association, after July 1st of any year.

(a) There shall be paid by the association to the State Branch or to the Local Club for each and every member proposed and admitted to membership in the association, and which State Branch or Local Club so proposed such member for membership, Fifty (50%) per cent of the admission fee so received from such member by the association.

(b) Such sum or sums of money paid by the association to the State Branch or Local Club shall be used by them for their support and maintenance.

(c) To the National Board of Trustees is reserved the right and power in cases of urgent necessity or need, when so requested by the National Board of Directors to levy one special assessment against each and every member of the association during each and every year.

HONORARY MEMBERS.

Sec. 3. The National Board of Trustees, may in their discretion elect any individual or individuals who has or have rendered special valuable services for the promotion and advancement of the interests of the association, or the welfare of its membership, to Honorary Membership, which Honorary Membership shall be free of all fees and dues. The member or members recommending such individual or individuals for such Honorary Membership shall state in writing to the National Board of Trustees, the nature of such services rendered by such individual or individuals, and the results obtained from the services rendered by such individual or individuals to the association.

ARTICLE II.

DUTIES OF OFFICERS.

Section 1. The National President shall preside at all annual and special conventions of the association and at the meetings of the National Board of Directors. He shall enforce order and decorum, and decide all questions of order without debate, subject to the appeal by any member or members in good standing; he shall also appoint all subordinate officers of the National Body and all committees, unless otherwise provided for in regular annual convention. He shall cast the deciding vote in all cases where a second ballot having been called shall again be found equally

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divided (except in the election of National Officers). He shall sign all papers and other documents as may be required for his authentication. He shall call the National Vice-President to preside during any debate or discussion before the convention upon any question he may desire to debate upon.

Sec. 2. The National Vice-President shall be the assistant of the National President and shall have charge during the absence of the National President. He shall appoint all minorities of committees when so ordered. In the event of the removal or death or inability of the National President to act, the powers and duties of the office of the National President shall devolve upon the National Vice-President.

Sec. 3. The National Secretary shall attend all meetings of the association, of the National Board of Directors and of the National Board of Trustees when possible. He shall at each annual convention present a written report of the finances and general financial condition of the association. He shall also be allowed the expenses for maintaining the principal office of the association and the expenses for books, papers and stationery as are necessary and in conformance with his duties. He shall have charge of the official seal of the association and shall be provided with an impression of the seal of each and every State Branch and Local Club established within the jurisdiction of the association. He shall also attend to all business matters and correspondence of the association, and shall have charge of the books, papers and documents of the association. He shall keep an accurate account in book form of all moneys received and disbursed. He shall be entitled to receive all moneys paid by members for admission fees, dues or otherwise belonging to the association, and shall deposit such moneys received in such bank or depository designated by the National Board of Trustees, subject nevertheless to the order of the National Treasurer. He shall also draw all orders on the National Treasurer for such sum or sums of money as may be required or appropriated by the proper authorities, and such orders so drawn shall be so attested by him. His books shall be open for inspection to the National Board of Trustees or its Finance Committee at all times. He shall perform such other duties as may be required of him by the association, and for such duties so performed shall receive such compensation as may be determined and agreed upon by the National Board of Trustees in their sound judgment and discretion.

He shall further give bond in the sum of One Thousand (\$1,000.00) Dollars for the faithful performance of his duties and trust imposed in him.

Sec. 4. The National Treasurer shall keep an accurate account of all moneys deposited to the credit of the association by the National Secretary, any moneys belonging to the association received by him shall be delivered by him to the National Secretary, who shall deposit such moneys received from the National Treasurer as hereinbefore provided.

(a) He shall sign all checks and drafts in payment of bills and claims approved and ordered paid by the National Board of Trustees.

(b) He shall render a statement in writing of the funds on hand and the disbursements by him whenever so required by the National Board of Trustees.

(c) He shall deposit all funds exceeding the sum of Five Hundred (\$500.00) Dollars with such bank or depository as may be designated by the National Board of Trustees, which said fund exceeding the sum of Five Hundred (\$500.00) Dollars shall be so deposited that the same will draw interest at the minimum rate of three (3%) per cent per annum.

(d) He shall at the expiration of his office deliver all books, papers and moneys belonging to the Association to his successor or to such other person or persons as the National Board of Trustees may direct.

(e) Before entering upon the duties of his office he shall give his own personal bond secured by two good realty owners or some good surety company bond (subject to the approval of the National Board of Trustees) in the sum of Two Thousand (\$2,000.00)

Dollars as security for the faithful performance of the trust confided in him, such bond to be made payable to the National Board of Trustees.

(f) He shall deliver all books, papers, documents or otherwise to the National Board of Trustees upon demand by them.

Sec. 5. The National Board of Trustees shall have charge of and general supervision of the funds and all other property belonging to the association. They shall hold and retain the official bonds of all officers and others as are required to give bonds and shall have control of all awards for printing and the purchase of all supplies required by the association.

(a) They shall elect their own chairman and shall appoint the committee on membership and finance out of their own number.

(b) They may from time to time order the payment of such salaries or compensation for services rendered by any one for the association and they may make such appropriations as they in their opinion believe right and proper and for the interests and the welfare and the promotion of the affairs of the association.

(c) They shall have full power and authority to fill all vacancies of elective office for the year or unexpired time that such vacancy occurs.

(d) The National Board of Trustees may impeach any officer for neglect or misconduct of office and are empowered to remove or supplant such officer charged with misconduct or neglect, impeachment proceedings and charges in order to be sustained, must be by a two-thirds vote of the National Board of Trustees.

(e) The National Board of Trustees shall meet at least once every month during the year, at such time and place as may be agreed upon between themselves. A full report of each and every meeting so held by the National Board of Trustees shall be published in the Official Bulletin of the association, such report shall contain a detailed account of the receipts and disbursements, and also a list of the names and post-office addresses of each and every applicant proposed and accepted.

(f) The National President or the National Secretary by request of three members of the National Board of Trustees, may call a special meeting of the National Board of Trustees or the National Board of Directors, if deemed necessary.

(g) The National Board of Trustees are empowered to demand all property and funds of and belonging to the association from the retiring officers, and to render the same to their successors in office, and at the time of the installation in office of such successors.

(h) The National Board of Trustees shall install the National Secretary and an assistant, or such other officers as may be deemed necessary in the principal office of the association, with proper instructions for the performance of their duties, and may install all such other help as they may in their opinion deem necessary in conducting and transacting of the business of the association.

(i) To the National Board of Trustees shall be preferred all charges against members of the association. They shall hear all the evidence and shall render their judgment, such judgment to be supreme and final.

(j) The National Board of Trustees shall cause to be published in the Official Bulletin monthly, a report of the finances of the association as well as the disbursements and shall at each annual convention make a detailed report in writing of all funds on hand and the disbursements for the current past year, including in such report a detailed statement of all property belonging to the association.

(k) In the event, that a member elected as a National Trustee, cannot attend the sessions of the National Board of Trustees, he shall in writing appoint and delegate some member (in good standing) in the association, to act as his proxy, delegating such proxy in his name and stead to attend all the sessions of the National Board of Trustees, with full power to vote

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and take part in all the business or otherwise transacted by the National Board of Trustees.

(l) Prior to the appointment and the delegating of such member to act as proxy, the National Trustee unable to attend the sessions of the National Board of Trustees shall first submit to the National Board of Trustees the name and address of such member he so proposes to appoint as his proxy, for the approval of the National Board of Trustees, and in the event that the National Board of Trustees in their sound judgment and wisdom see fit to except to such member proposed as proxy for the absent National Trustee, then and in such event such elected National Trustee, being unable to attend the sessions of the National Board of Trustees shall submit to the National Board of Trustees the name of some other member (in good standing) in the association, and whose name has not been heretofore proposed, for the approval or otherwise of the National Board of Trustees.

Sec. 7. The National Board of Directors of the association shall meet at least once during the year prior to the convening of the regular annual convention of the association to ratify such business as transacted by the several departments of the association during the past current year.

The National Board of Trustees of the association shall meet within thirty (30) days subsequent to each and every regular annual convention and any special convention for the purposes of ratifying the legislation and business transacted during such regular annual convention or special convention.

Sec. 8. The reports of all officers of the association shall be made in writing, and which reports shall be presented to the National Body on the first session of each regular and annual convention.

Sec. 9. The State Regents as the personal representatives of the National President shall devise plans for the progress, promotion and interests of the association, which plans so devised by the State Regents for the progress, etc., of the association shall be first submitted to the National President for his approval.

(a) They shall do all in their power to establish State Branches and Local Clubs, and shall render a report to the National President of the progress of such State Branch or Local Clubs over which they have been so appointed. All reports from State Branches or Local Clubs shall be made to the National President.

(b) The State Regents shall remain in continuous and friendly touch with the State Branch and Local Clubs or which they have been appointed, and official stationery shall be provided them by the association.

(c) The State Regents shall make a full and detailed report of their work as such State Regents to the National President at least twenty (20) days prior to each and every regular annual convention.

Sec. 10. The Educational Committee shall be composed of not less than five (5) members and more if necessary, active or otherwise, and may include a chemist, a physician, an attorney, and one representative of the hotel press. It shall be their duty to compile statistics of interest to the stewards' profession, make food researches, study the relation of food adulterations to public health, cooking and catering, and shall issue monthly bulletins to be mailed to each member covering the result of their work. They shall promulgate all other kinds of useful information pertaining to the business of the association in their bulletins.

(a) They shall furnish samples and information to the "Food Exhibits" and to the principal office of the association, and they shall make a full report of all their work for the past current year at each regular annual convention, if so found necessary.

(b) The bulletin issued by the Educational Committee shall not contain any advertising matter whatsoever.

(c) The chairman of the Educational Committee shall appoint the editor of the Official Bulletin, during

his term of office, subject to the approval of the National President.

ARTICLE III.

PRINCIPAL OFFICE, BUREAU OF EMPLOYMENT AND BULLETINS.

Section 1. The principal office of the association located in the City of Chicago, County of Cook and State of Illinois, shall contain the office of the National Secretary. All communications, business or otherwise, shall be addressed to the National Secretary.

(a) Periodical and monthly bulletins shall at all times be kept in the principal office of the association for the use, benefit and convenience of its members.

ARTICLE IV.

EMERGENCY FUND.

Section 1. To the National Board of Trustees is reserved the right and they are empowered to devise ways and means of creating an Emergency Fund, either by special assessment (such assessment at no time to exceed the sum of two (\$2.00) dollars per member in each and every year) or by selling advertising space in the Annual Official History published by the association, and under the supervision of the National Board of Trustees, or by such other ways and means as they, the National Board of Trustees, in their opinion may see fit.

Sec. 2. This Emergency Fund shall be used only in cases of urgent need for the assistance of a member or members or their families (if such member or members are in good standing) under the direction of the National President and the Chairman of the National Board of Trustees.

ARTICLE V.

STATE BRANCHES AND LOCAL CLUBS.

Section 1. In any city or town within the jurisdiction of the association, as provided for in and by its Charter and its Constitution, five (5) or more members (in good standing) may form a State Branch or Local Club, elect its own officers and enact laws for its government (wherein such laws do not conflict with the National Constitution or its By-Laws) and the members thereof shall be held responsible to the association for the support and maintenance of such State Branch or Local Club.

(a) The State Branches or Local Clubs shall have the power to devise and carry out such plans as they may deem best for the increase, extension and general welfare of the association (wherein such plans and devices do not conflict with the plans and devices of the association) and all such plans and devices of the State Branches or Local Clubs shall first be submitted for the unanimous approval of the National Board of Trustees.

(b) State Branches and Local Clubs shall apply to the National Secretary for their proper charter or warrants, accompanied by a copy of the by-laws proposed to be adopted by them, which application for a warrant or charter shall be submitted by the National Secretary to the National Board of Trustees for their approval.

(c) Local Clubs shall be secondary to the branches of their state.

(d) Applications for warrants or charters to establish State Branches or Local Clubs shall be made in writing, addressed to the National Secretary on the regular forms prescribed and provided by the association, such applications to be made by not less than five (5) members of the association (in good standing) and attached to such application shall be a copy of the by-laws proposed to be adopted by the applicants, which application for a warrant or charter and a copy of the by-laws proposed to be adopted by the applicants, shall be presented by the National Secretary to the National Board of Trustees for their approval.

(e) Upon the approval by the National Board of Trustees of the application for a warrant or charter and upon the approval of the proposed by-laws submitted by such applicants the National Secretary shall cause to be issued to such applicants under the seal

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of the association a warrant or charter as applied for.

(f) Immediately upon the receipt by the State Branch or Local Club of a warrant or charter, they shall adopt a seal upon which shall be affixed the national emblem of the I. S. A. and a copy of the impression of such seal shall be forwarded by such State Branch or Local Club to the National Secretary within ten (10) days of the receipt of its charter or warrant.

(g) To the National Board of Trustees is reserved the right and power to approve or reject all or any applications for warrants or charters.

Sec. 2. All State Branches and Local Clubs shall be composed of members of the association, and no applications for membership (except as hereinafter provided) shall be entertained by the National Board of Trustees unless presented by the State Branch or Local Club in whose jurisdiction said applicant resides, and if there be no State Branch or Local Club established where such member resides, then and in such case he or they shall make application for membership to the National Secretary upon the prescribed forms of application used by the association.

(a) Any person or persons having applied for admission to membership in the association who has been rejected for good cause by a State Branch or Local Club or by the National Board of Trustees, shall not be eligible to apply again for membership in the association for a period of six (6) months from the date of his or their rejection.

(b) The names and addresses of such rejected applicants for admission to membership in the association shall be forwarded by the secretaries respectively of the State Branch or Local Clubs or the National Board of Trustees as the case may be, to the National Secretary to be there recorded by him.

(c) The secretaries respectively of the State Branches or Local Clubs shall notify the National Secretary of any change in the respective postoffice addresses of the members of their branch or club.

(d) All members of the association not attached to any State Branch or Local Club shall notify the National Secretary of any change of their respective postoffice addresses.

Sec. 3. All applications for admission to membership in the association shall be made on the regular prescribed form as used by the association, (such forms to be furnished by the National Secretary on request), and none other accompanied by the admission fee and dues, such fees and dues accompanying such application to be made payable to the order of the National Secretary.

(a) State Branches and Local Clubs shall collect the fees and dues for their own support and maintenance as provided for in and by their by-laws governing and controlling their respective branch or club.

(b) Members of the association and of the State Branches and Local Clubs in arrears for six months' dues shall be considered "not in good standing," and when a member of any State Branch or Local Club shall become in arrears for dues to the association for a period of six months from January first (1st) of any year, and at which time the same are payable, he shall be so notified by the National Secretary, (by mail), who shall state in such communication the amount due and arrears, and if such arrears or dues are not paid within six months from the date of such notice, his name shall be stricken from the roll of membership, and that the same will be published in the Official Bulletin of the association, and that he will be declared "not in good standing," and will be barred from participating in the privileges, affairs, business and benefits of the association.

(c) The annual dues, and the admission fees of proposed members in the State Branches or Local Clubs shall not exceed the annual dues and admission fees of members to the association.

Sec. 4. Members of State Branches or Local Clubs changing their residence to any other city, town or state, shall be entitled to admission to the State

Branch or Local Club nearest their residence, (if any there be) on producing to the officers of such State Branch or Local Club his or their membership card, certifying him or them to be in good standing in the association as well as in the State Branch or Local Club from which he or they have departed, and by exhibiting his official receipt, signed by the National Secretary, certifying that he or they are in "good standing" in the association, and on the exhibition of such certificate, such member or members shall be admitted to such State Branch or Local Club without the payment of any fee whatsoever.

Sec. 5. All members of the association shall greet, meet and assist one another fraternally in all of life's stages, be they of a business or private character so that in unity and in friendship the members may cherish one of the most prominent objects and the corner stone of the association.

ARTICLE VI.

VOTING, GENERAL RULES AND GOOD STANDING.

Section 1. Only members of the association in "good standing" can vote or hold office within the gift of the association. Honorary members are not eligible to hold office, nor can they cast a vote, but they may be appointed for committee duty at their pleasure.

(a) They shall also be privileged to express their opinions on all matters concerning the welfare of the association, and may offer any suggestions that they think of benefit to the association.

Sec. 2. Any member in arrears for dues or assessments, as provided for in the by-laws of the association, or in arrears for dues or assessments to the State Branches or Local Clubs to which he is attached, for a period of six months subsequent to January first of any year, and who shall have been notified by the National Secretary of such arrears or past dues and who shall not within six (6) months subsequent to the notice by the National Secretary pay such arrears or past dues shall be declared "not in good standing," his or their name shall be stricken from the roll of membership in the association, and such proceedings shall be published in the official bulletin of the association, and he shall be barred from participating in the privileges, affairs, business and benefits of the association.

(a) In the event that a member is declared "not in good standing" (as hereinbefore provided) and he is desirous of being reinstated to membership, he or they shall make application to the National Secretary within ninety (90) days immediately and succeeding the declaration by the National Secretary that his or their name has been stricken from the roll of membership, for reinstatement, at the same time enclosing a sufficient sum of money with such application to pay all indebtedness due and including in addition one year's annual dues in advance, and upon compliance with these conditions, he shall be reinstated to active membership in the association.

(b) In the event that a member in arrears for dues, as hereinbefore provided, fails to make application within ninety (90) days, as heretofore provided, he shall be barred from the benefits of reinstatement, and shall make application for admission in such instance as a new applicant, and such application for membership shall be referred to the committee for such purpose.

Sec. 3. The National Board of Trustees may in their discretion and sound judgment grant a respite to such member on his making such request in writing, addressed to the National Board of Trustees.

Sec. 4. Every member of the association shall in writing notify the National Secretary and the secretaries respectively of the State Branches or the Local Clubs to which he be attached, of any change in his postoffice address, and shall give his permanent mailing address; failing to do so, shall penalize such member to all the penalties that may be incurred by his negligence in not notifying the National Secretary nor the secretaries respectively of the State Branch or



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Local Club to which he is attached, and mail addressed to the address of the member on the books of the National Secretary shall be sufficient notice.

(a) The secretaries respectively of the State Branches as well as the Local Clubs shall notify the National Secretary of the changes of residence and addresses of members within their jurisdiction.

Sec. 5. Any member of the association who shall do anything detrimental to the welfare and good of the association shall have charges preferred against him, such charges to be directed to the National Board of Trustees.

Sec. 6. Any member of the association convicted of any criminal charge or guilty of conduct unbecoming a gentleman shall be expelled in the discretion and sound judgment of the trustees.

Sec. 7. Charges shall be preferred against any member or members who knowingly propose for membership in the association any unworthy person or persons and the National Board of Trustees to whom such charges shall be preferred may in their discretion and sound judgment suspend or expel such member or members so found guilty.

Sec. 8. Any member in "good standing" may prefer charges against any member or members to the National Board of Trustees.

Sec. 9. Members desiring to resign from membership shall do so in writing, notifying the National Secretary, and such notice to resign shall be entertained only when such member or members desiring so to resign have fully liquidated his or their indebtedness to the association and to the State Branch or Local Club to which he may be attached, provided further that at the time there are no charges pending against such members.

ARTICLE VII.

MEETINGS, ANNUAL AND SPECIAL.

Section 1. There shall be one regular annual convention of the association, held in the fall of each and every calendar year, such convention shall convene not earlier than the 15th day of August and not later than the first day of September of such year, and at such time and place as may have been or may be determined upon in annual convention by the majority votes of the members present or represented.

Sec. 2. Special conventions of the association may be called by the President at the unanimous vote and request of the National Board of Directors, and only active associate or honorary members may participate in these special conventions.

Sec. 3. Members of the association in convention shall not be allowed to leave the sessions of such convention without first securing the permission of the presiding officer.

Sec. 4. The State Branch or Local Representative, or a representative duly accredited at any regular annual convention or special convention may vote the proxies of all the members of his respective branch or club that he may have in his possession and which he has been delegated to vote. He may also vote such other proxies delegates to him by members of other State Branches or Local Clubs not represented by him, and which are in his hands and possession and which he has been delegated to vote.

(a) The National Officers may vote the proxies of all members of the association unattached, and such proxies of the members of the State Branches or Local Clubs that they have been delegated to vote and which are in their hands and possession.

Sec. 5. Such proxies shall be drafted in legal form, such forms to be furnished by the National Secretary, which shall be properly executed and duly witnessed by one or more witness or witnesses.

Sec. 6. Twenty (20) active members present in any session of the regular annual convention of the association shall constitute a quorum for the transaction of all business.

Sec. 7. The election of officers and all other voting shall be transacted by ballot; when there is no opposition, the unanimous ballot of the body in convention shall be cast by the National Secretary.

Sec. 8. The book on parliamentary law and decisions entitled "Robert's Rules of Order" shall govern the sessions of the association, and shall decide all questions not already provided for so far as they are applicable and consistent with the constitution and by-laws of the association.

Sec. 9. All former constitutions and by-laws or amendments to any general laws of this association are hereby repealed.

DIPLOMA COMMITTEE.

President Falisse has appointed the following members to draw up resolutions for diploma, to be presented at our next convention, to Messrs. Morris, Miller and Hoffman.

The following gentlemen were named as committee:

Richard Butler,
Jos. Klein and
Jos. Oprey.

NEW EDITOR FOR OUR BULLETIN.

National President Falisse has appointed Herman G. Freed, Aldine Hotel, of Philadelphia, Pa., editor of the I. S. A. Bulletin.

Send all communications for the Bulletin to the above address until further notice.

TRAINING SCHOOL COMMITTEE.

National President Falisse has appointed the following members on the Training School Committee:

O. W. Gueldemeister, chairman.

Albert Menjou.

Luke J. Minnehan.

Oscar Tschirky.

Eugene Girard.

August Ratz.

Adolph Meyer.

George June.

A. C. Hoffman.

Mr. Gueldemeister resigned as chairman of above committee and President Falisse has since appointed Mr. Eugene Girard as chairman.

Since adjournment of our last convention the Finance Committee on the Training School have been appointed. The following is a record of the Committee's work, at a meeting held at Indianapolis, Ind., Dec. 10, 1908. Mr. L. Fred Klooz, Pittsburg, Pa., chairman.

PREVIOUS CONVENTIONS

of the I. S. A. were held as follows:

Seventh Annual Convention was held at the Auditorium Hotel, Chicago, Aug. 20, 21, 22, 1907, detailed report of which was published in last year's History.

The following officers were elected:

President—Wm. H. Morris, Chicago, Ill.

Vice-President—Fr. F. Falisse, New York, N. Y.

Treasurer—Gilbert Cowan, Chicago, Ill.

Secretary—Jacob Miller, Hot Springs, Ark.

Trustees—Martin Frankfurter, Philadelphia; F. S. Murphy, Chicago; Richard Horne, Jr., St. Louis, Mo.; John Kuntz, Chicago.

New York City was selected for next meeting place.

Sixth Annual Convention was held at Niagara Falls, N. Y., at the home of The Shredded Wheat Company, Aug. 27, 28, 29, 30, 1906. Following officers were elected for ensuing year:

President—Wm. H. Morris, Chicago, Ill.

Vice-President—Fr. F. Falisse, New York, N. Y.

Treasurer—Chas. M. Mickleberry, Chicago, Ill.

Secretary—Jacob Miller, Chicago, Ill.

Trustees—O. W. Gueldemeister, Rochester, N. Y.; John A. Hill, Chicago.

Mr. Albert Menjou of Cleveland, O., was nominated by the Committee for President, but declined the honor on account of ill health.

Chicago, Ill., was selected as next annual meeting place.

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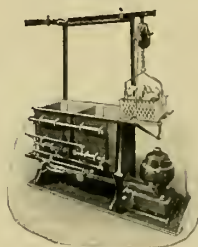
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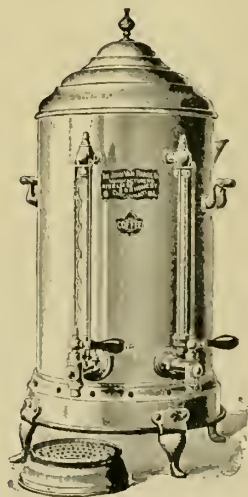
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Detailed report of convention appeared in Official History Book.

Fifth Annual Convention was held in Convention Hall, at Hotel Rudolf, Atlantic City, N. J., Sept. 11, 12, 13, 14, 1905. Following officers were elected:

President—O. W. Gueldemeister, Cincinnati, O.

Vice-President—John Cruse, Atlantic City, N. J.

Treasurer—John C. Roth, Chicago, Ill.

Secretary—Jacob Miller, Chicago, Ill.

Trustees—Albert Menjou, Cleveland, O.; Joe Oprey, New York, N. Y.; Wm. H. Morris, Chicago, Ill.; John Kuntz, Chicago, Ill.; Gustave Junker, Reading, Pa.; J. F. Klein, New York, N. Y.

Mr. Menjou requested that Mr. John Kuntz, of Chicago, represent him as Chairman of the Board at monthly meetings to be held in Chicago. Mr. Klein requested that Mr. J. A. Hill represent him at monthly meetings of the Board.

Next meeting place was selected and Niagara Falls, N. Y., chosen.

The I. S. A. was presented with a beautiful banner by the Atlantic Steward Club. Detailed report of the convention appeared in previous History Book.

The Fourth Annual Convention was held at the American Hotel, St. Louis, Mo., Oct. 17, 18, 19, 1904.

Following officers being chosen:

President—O. W. Gueldemeister, Cincinnati, O.

Vice President—John Cruse, Atlantic City, N. J.

Secretary-Treasurer—Jacob Miller, Hot Springs, Ark.

Trustees—Chairman, Albert Menjou, Cleveland, O.; L. A. Fischer, Cleveland, O.; Wm. Enger, Cleveland, O.; E. O. Sutton, Detroit, Mich.; J. W. Wood, Detroit Mich.

Menu Exhibit Contest was held. Committee on Award being Mr. Will V. Lorimer, Atlanta, Ga.; W. C. Wiese, Cleveland, O.; C. R. Schrapps, St. Louis, Mo.

The committee awarded first prize, a handsome gold medal, tendered by Natural Food Co., Niagara Falls, N. Y., to Mr. Jacob Miller, of Hotel Eastman, Hot Springs, Ark.; second prize, a beautiful bronze medal, to Mr. F. W. Sinks, Russell House, Detroit, Mich.

For next meeting place Atlantic City, N. J., was chosen.

Third Annual Convention was held at Denison Hotel, Indianapolis, Ind., Sept. 10, 11, 12, 1903.

Following officers were elected:

President—Louis A. Fischer, Cleveland, O.

Vice-President—Geo. Fulwell, Indianapolis, Ind.

Secretary-Treasurer—J. A. Fitzgerald, Detroit, Mich. Trustees—Albert Menjou, Chairman; E. A. Sutton, Detroit, Mich.; J. W. Wood, Detroit, Mich.; Irving Swan, Detroit, Mich.; O. W. Gueldemeister, Cleveland, O.; Wm. Enger, Cleveland, O.; Jacob Miller, Hot Springs, Ark.

Papers were read as follows:

"Liquor in the Kitchen," by Jacob Miller; "Customs of the Romans in Eating and Drinking," by L. A. Fischer; "The European Steward," by Wright Marble; "Hotel Advertising," by Will V. Zimmer; "Dishwashing by Machine," by O. W. Gueldemeister.

Next meeting place selected was in favor of St. Louis, Mo.

U. S. Senators Fairbanks and Beveridge were with us as guests at the clam-bake at Broad Ripple and made speeches on "Stewarding."

Father of the I. S. A., Will V. Zimmer, attended Convention on his wedding trip.

The Second Annual Convention was called to order at The Russell House Banquet Hall, Detroit, Mich., Sept. 16, 1902.

Following officers were elected:

President—Will V. Zimmer, Detroit, Mich.

Vice-President—Louis A. Fischer, Cleveland, O.

Second Vice-President—Louis Lukes, Chicago, Ill.

Secretary—W. H. Aubrey, Detroit, Mich.

Treasurer—F. A. Craig, Cleveland, O.

Trustees—Albert Menjou, Chairman; Wm. Enger, Cleveland, O.; J. A. Fitzgerald, Detroit, Mich.; E. O. Sutton, Detroit, Mich.; Jacob Miller, Hot Springs, Ark.; Theo. Bergegrund, Detroit, Mich.

Official Representative—Mr. Jacob Miller, Hot Springs, Ark.

Banquet was held at The Fellowcraft Club. W. V. Zimmer acted as Toastmaster. Speakers were, L. A. Fischer, Cleveland, O.; Mr. Albert Menjou, Rev. Father Collins, Detroit, Mich.; W. H. Phillips, Chicago, Ill.; Jacob Miller, Chicago, Ill., and Hot Springs, Ark.

A steamboat excursion up the river was also indulged in, with a vaudeville performance. This was one of our best conventions ever held. Next Annual Convention was voted to be held at Indianapolis, Ind.

The First Annual Meeting was held at Statlers Hotel, Pan-American Exposition Grounds, Buffalo, N. Y., Sept. 30, 1901.

Following officers were elected:

President—W. V. Zimmer, Detroit, Mich.

First Vice-President—Joe Oprey, New York.

Second Vice-President—O. W. Gueldemeister, Cleveland, O.

Third Vice-President—J. White Kelly, Buffalo, N. Y.

Vice-President for Canada—M. Hook, London, Ont.

Secretary—W. H. Aubrey, Detroit, Mich.

Treasurer—F. A. Craig, Cleveland, O.

Directors—Jacob Miller, Chairman; Louis A. Fischer, Cleveland, O.; J. F. Klein, Cleveland, O.; Albert Menjou, Cleveland, O.; E. O. Sutton, Detroit, Mich.

The President and Secretary ex officio.

This meeting was called for the purpose of deciding on a National Association, which was the outgrowth of the Detroit, Mich., Stewards Club, and about 30 stewards responded to the call. A National Association was formed. A detailed report has appeared in previous issues of "The History Book."

Detroit, Mich., was selected for next meeting place.

"I've *here because we are here, and we have come to stay.*" THE I. S. A.

HOTEL EMPLOYES' TRAINING SCHOOL.

Report of the Conference at Indianapolis Between Our Training School Committee and Officers of the Winona Technical Institute and Other Representative Interests of That City.

Introductory Letter of Greeting and Congratulation by President Fred F. Falisse.

PRESIDENT'S OFFICE OF THE I. S. A.

New York, Jan. 8, 1909.

To the Members of the I. S. A.

Gentlemen: I herewith submit to you the report made to me as your President by Eugene Girard, as chairman of the Training School Committee, concerning the recent conference in Indianapolis by that committee with the Officials of the Winona Technical Institute and with the directors of the Commercial Club and representative hotel men of that city. The result attained exceeded my most sanguine expectations and I am pleased to say to you that what will henceforth be known as "The Hotel Employes' Technical and National Training School" has at last reached the stage of successful accomplishment. Such news I know will be good news to you, as the school has been the keynote of our campaign for the past two years, and it affords me much pleasure to present the grand work of our committee to your consideration.

The report speaks for itself in detail, but I have a few suggestions that I should like to make therewith and trust that you will receive them with the same spirit in which they are offered—"I Shall Accomplish!"

A perusal of the proceedings will show you that, individually and collectively, we have much to do in rendering the financial aid essential for the undertaking—about \$200,000 being the sum approximated. At first thought this seems a very large amount, but when we consider the \$50,000 promised by the Commercial Club of Indianapolis, subscriptions impliedly pledged by hotel proprietors and the innumerable \$100 scholar-



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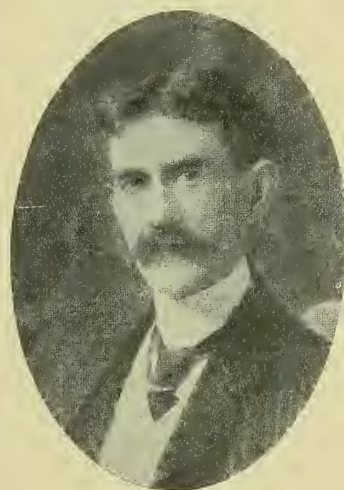
D. H. ANDREWS
I. S. A. State Regent for Utah, Salt Lake City.



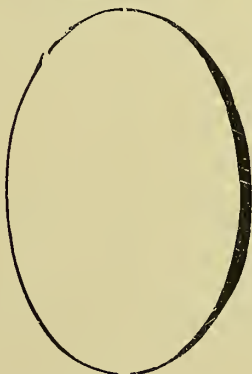
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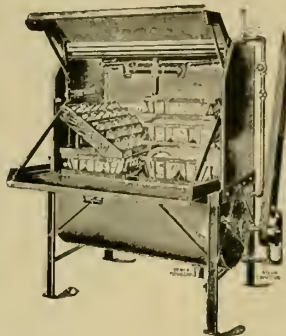
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ships to be taken by allied associations and their members, the figure does not appear so formidable after all, and the money can be easily and quickly raised if we put our shoulder to the wheel and push and keep on pushing.

Within the past three months this school has received the indorsement of the leading hotel associations of this country, and their members have not only assured us of pecuniary assistance, but have been insistent in urging us to forward the movement so that they can sooner reap the benefits of trained help. And you, gentlemen of the I. S. A., should equally appreciate the advantage of knowing where to turn to secure competent men in the departments under your supervision.

So let each one of us lose no time to advance the project and miss no opportunity to solicit subscriptions or scholarships to increase the fund required.

As a starter, and to show an enthusiastic interest in the outcome, I would adopt a suggestion made by Martin Frankfurter in a letter to Chairman Girard, that each Branch or Local Club of the I. S. A. subscribe at once for a scholarship. That would be an auspicious beginning and pave the way for other contributions. Furthermore, it would show that we had the courage of our convictions and did not ask others to invest where we were not willing to do the same.

This school is the crowning glory of the I. S. A. and will serve as an enduring monument of the greatness of its efforts. To be numbered of the craft that conceived such a beneficent institution is an honor in itself, but to be enrolled among those who worked for its successful fruition entitles one to the commendation of all mankind.

Therefore, I earnestly beseech you to do your utmost to hasten the day of our opening the doors of this school to the public. Every little helps and none of us are so poor in resourceful energy as to be unable to make a showing. Do not translate I. S. A., as many have done in the past, "I Stay Away;" but instead read it thus: "I Support Also!"

In conclusion, on behalf of myself and the members of the I. S. A., I wish to thank Chairman Girard and those with him at the conference, for the excellence of their work and the thoroughness with which it was done. I remain,

Sincerely and fraternally yours,

FRED F. FALISSE,
President of the I. S. A.

REPORT OF THE CONFERENCE.

OFFICE CHAIRMAN TRAINING SCHOOL COMMITTEE.

Niagara Falls, Dec. 21, 1908.

F. F. Falisse, President; National Officers, Board of Trustees, Members of I. S. A.

Sirs and Brothers:

I have the honor to submit a joint report of the Educational and Training School Committees, which assembled in executive session at Indianapolis, Indiana, on Thursday, December 10, 1908, for the purpose of inspecting the Winona Technical Institute and conferring with the executives of that institution as to the best means conducive to the establishment of the Hotel Employees' National and Technical Training School.

The extent of the transactions which transpired is so voluminous that I am perforce induced to curtail details.

The gentlemen representing the I. S. A. at the meeting were: Messrs. Louis Fisher, Dr. J. J. Leppa, Albert Menjou, Jacob Miller, A. C. Hoffman, Richard Horn, George June, O. K. Bentley and Edward Krause, and for the Winona Technical Institute, Dr. S. C. Dickey, president; Professor W. C. Smith, general director, the members of the Board of Trustees, the president of the Commercial Club, and several leading citizens of Indianapolis.

The members assembled at the Claypool Hotel, and after an exchange of greetings, were escorted to the Winona Technical Institute, where the various trade

schools were inspected, and the methods of teaching amply and carefully demonstrated. The grounds of the Institute are located within the city limits adjacent to trolley systems, and cover an area of seventy-three acres, beautifully wooded, the most attractive spot reserved for the Training School building. There are already erected on the grounds, several imposing structures, an administration building, school of pharmacy, schools for molders, mechanical engineers, bricklayers, electricians, tile layers, lithographers, painters, founders, printers, beside several subsidiary departments. All these schools are conducted along the most practical lines the method in vogue in all departments being the actual menial accomplishment of the work, in each of the arts taught.

The title deeds giving possession of the grounds and buildings to the Institute corporation, are such that it is not possible for the latter to mortgage, sell or alienate the property in any way, thus assuring the utilization of endowments, donations and other funds for the purpose intended during succeeding generations.

THE INSTITUTE IS NON-SECTARIAN.

After completing the visit to the Winona Technical Institute, the members of the committee were entertained at luncheon by the Commercial Club. Following the enjoyment of this courtesy, the members of the I. S. A. held an executive session and unanimously agreed to a final plan of action, the gist of it being the establishment of the Hotel Employees Technical and National Training School as a special department of the Winona Technical Institute; the school itself and the pupils to be at all times subservient to the association; that is, its instructors and pupils to be furnished by the association; the school, however, to be conducted and maintained by the authorities under the rules and discipline now governing the Winona Technical Institute; the association to subscribe a fund not exceeding \$200,000 to be utilized for the erection and equipment of the proposed school; the Institute to furnish the grounds, maintain and conduct the Training Hotel for all times, agreeing to entertain in a commercial way no persons other than the students or members of the faculty.

Following this meeting of the members of the I. S. A. a reception was tendered us by the President and General Director of the Commercial Club, the President, General Director and Trustees of the Institute.

RECEPTION AT CLUB—The members of the committee having been ushered into the Directors' Room of the Commercial Club were greeted by the President, who stated during the course of his remarks that the entire city of Indianapolis was awaiting the result of this conference. The Chairman of the I. S. A. Committee responded with a brief answer after which followed equally brief remarks by several of the gentlemen present, including the trustees of the Institute, members of the Club, and members of the I. S. A. The room was then vacated by all except persons specifically credited to attend the joint executive meeting.

STENOGRAPHIC NOTES.

Indianapolis, Ind., December 10, 1908, 2 P. M.

Directors' Room, Commercial Club.

Official meeting of the members of the Educational Committee and Training School Committee of the I. S. A.

and

Special representatives of the Winona Technical Institute, its President, General Director, and Board of Trustees

Representing the I. S. A.—Eugene Girard, Active Chairman of the Educational and Training School Committees.

Louis Fisher, Life Chairman of Educational Committee.

Jacob Miller, National Secretary.

Albert Menjou, National Trustee.

O. K. Bentley, Regent, State of Indiana.

Dr. J. J. Leppa, Medical Adviser.

A. C. Hoffman, Legal Adviser.



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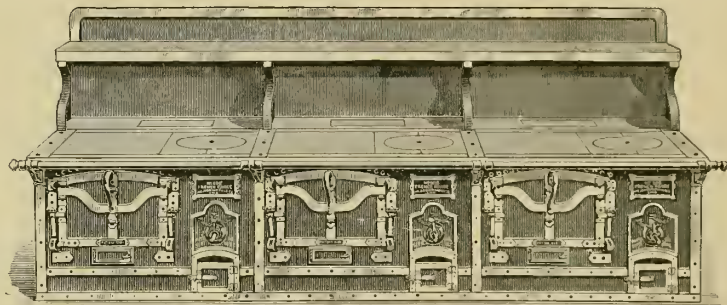
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Edward Krause, President Indianapolis Stewards' Club.

Brother George June.

Brother Augustus Ratz.

Brother Richard Horn.

Meeting called to order by the Chairman of the Committee.

MR. GIRARD: Our time being limited and having much business to transact this afternoon, I will only state that we are going to try to obtain from the Technical Institute's representatives some sort of formal proposition so that we may know how much we shall have to accomplish. The proposed establishment of the school has created much interest. I have had, in the last few days, many letters from prominent men, not only those interested in hotels, but others in the work of the government; from newspaper men; from physicians; from managers of public institutions, penitentiaries, etc. I have a large number of encouraging letters, but will not read them at this time. Later I will ask the Secretary to read you a very encouraging letter. I will now ask Dr. Dickey to outline to us his proposed plan and tell us how much the Technical Institute will contribute to the formation of this new department.

DR. SOL. C. DICKEY: I can only repeat that we welcome you to the city, and we also welcome you to the consideration of this plan. But it must be definitely understood by you that the matter has only been before our Board in a very general way; that there has been no action taken by our Board, and no committee appointed for the reason that the matter has not been definitely before the Board of Directors of the Winona Technical Institute. We have, however, as an Executive Committee, encouraged our President and General Director to see what could be done in the matter of collecting data and gathering information as to what would be necessary on the part of the Institute were such a school founded. We have some members of our Board present, but a large number of the Board were unable to be here today, because of other engagements. But a large majority, or at least a majority of our Board, consisting of forty-five members, live in Indianapolis and vicinity, so it will be possible for us to have a meeting within a few days and ratify anything which the members of the Board which are now present might think advisable. We, who are present, like yourselves, constitute a committee. I understand you have power to act. We have not, because the matter has not been formally before the Board, but that Board can act in a very few days if necessary.

WHAT THEY OFFER.

You have asked, and naturally, what we can offer in the way of assistance in founding such a school. First, let me say that we offer an organization that has for its object the development of character. You will pardon a personal allusion, I hope, and allow me to say that I am a minister, the son of a minister, and the grandson of a minister, so I approach this question from no capitalist standpoint, for that is not in our family. I approach the whole question of capital and labor from the standpoint of the boy.

I represent the Winona Assembly at Winona Lake, which practically controls this institution. The stock of this company is held in trust by its Directors for Winona Assembly, so that all that organization is really back of this organization so far as material support and so far as ownership of the stock of this company (we are an incorporated company) is concerned. However, it has been decided by our attorneys, Messrs. Baker & Daniels, of this city, and Mr. W. D. Frazier, of Warsaw, that no debt of the Winona Assembly could involve this institution. These properties are held in trust in such a way that if it were necessary for this institution to be entirely separated from Winona Assembly, it could be done. But Winona Assembly first originated the thought of the Technical Institute. It came to the Commercial Club and other organizations of this city and induced them to go

with us to Washington and see that a bill was passed by Congress which required that the Arsenal grounds be sold and the proceeds used for the establishment of a military post within 10 miles of Indianapolis. This has been accomplished, as you know.

We purchased these grounds for \$154,000; the cash was paid, and it is held in trust for us. The deed reads "Winona Agricultural and Technical Institute, Held in Trust."

It is held in trust by five prominent citizens of Indianapolis. They are trustees until certain conditions are fulfilled. That was one condition of the purchase, and as I have stated, they are our Trustees, so we practically have the Deed. But by a resolution of the Board, and it will be incorporated in the Deed, there is never to be a mortgage on that property. The donors held a meeting recently with our Directors, and it has been decided that none of that land can be sold; it must remain as it is, 76¼ acres, for this school.

So the first thing we have to present, is that we have property which can *never be mortgaged*, and which is *without debt*. No debts of the school can ever be paid from the proceeds of the sale of that ground. That ground must remain for educational purposes in the city of Indianapolis. We present you with the grounds and buildings of Winona Technical Institute as you see them today.

DEVELOPMENT OF CHARACTER.

Mr. Smith has assured me, for he has been in consultation with your committee more frequently than I, that he has also laid great emphasis on the fact that we are aiming at the development of character, and that the members of this Board approach the work from the standpoint of the boy. The school is open to any boy who desires to learn a trade. An experience of three years and more has taught us that if we are to have success we must adhere strictly to our avowed aim when we founded this institution, namely, the trades. It is not to be a technical institute. We use that name advisedly, but in the ordinary sense it is not a technical school. It is a trades school, and in all our literature we have "Technical Institute and Trades School," and as Mr. Potts so eloquently and forcefully stated, it is our object to dignify labor in the minds of young men.

We have today six trades: The National Employers' Association, which takes in the National Lithographers, the National Typothetae, the National Founders' Association, the Tile and Credit Association, the Bricklayers' Association, and the Metal Trades' Association.

These National Associations have each adopted our Institute as their school. They furnish us equipment, and in one case the foundry building. They have appropriated from \$2,000 to \$4,000 per year for scholarships, and best of all, they have given us a committee of from three to five, that committee practically managing their school. The President and General Director are appointed by the Board to act with the committee of the Association to manage that specific department. These are our chief assets at this time—grounds, and an organization for securing students, and development of character.

I have, sitting here today, been thinking what you could do. You could arrange in this city, and in almost any city in the United States, to have a building put up for you. You could have money donated for this purpose.

I have studied these matters for five years, in this country and one trip abroad, thanks to my Directors who sent me for this purpose, and I think I know just a little of the difficulties in the way of organizing a trades school today. I believe that our school is founded on the right plan, the right principle—the open gate, open to any boy to learn a trade. I know it already has the support, the enthusiastic support and help of a large number of people all over the United States.

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and I think it is better to say that we cannot. We cannot promise you great endowment. *We cannot promise you any endowment.* We cannot make a statement today that there is any endowment for that institution in sight. We have been misunderstood often. Because our Directors have money and have it in large quantities, is not saying that the Institute has money. The Directors manage their own check books and own their own assets, and the schools has the good-will and co-operation of the Board of Directors and a large body of representative business men. And I believe that what was stated here today by the President of the Commercial Club is true, that the heart of Indianapolis and of the Western and Middle States, especially, is with this Institution. You might say that we have an endowment of its kind through these National organizations through their trades schools, but we maintain this school by subscription at present. We call it temporary endowment. We have offers that we could not call offers, because they are conditional on our raising a certain amount.

The problem that is before the Winona Technical Institute is simply this, gentlemen: to make good. If we can turn out boys who stand for what we represent—character—we have succeeded.

Above everything in this school we stand for the development of character. Along that line I think we offer facilities that few institutions can do.

Now, you will naturally ask the question as to what our Board will do in the way of buildings and equipment. You have a number of questions, doubtless, to ask us. The Board alone can answer these questions. This is a new thing to us; but I can reply that we as a committee who represent not only our Board of Directors, but the City of Indianapolis, will take up any proposition which you think necessary for us to consider and give you a definite answer in a very few days, if need be. But we have not considered it, so could not give any definite answer now.

MUST ERECT BUILDING.

There is only one room in all these buildings that could be used for such a school as was first thought of when this question was first taken up, but after hearing today of your plans, I am sure that room and basement of that room would be inadequate even for a commencement. A building would have to be erected. The National Founders' Association found the same condition, and they went to work and asked us to raise half the money, they to raise half, to erect a building, which they now have. We did this.

That is the only building that has been erected for the use of any school thus far. All the other buildings were there; we simply utilized the buildings that were erected.

I want to say for myself that this appeals to me much more than it did this morning. I see more in it. I see, from our standpoint, that you would be a very useful part of our school. We have problems to solve in that school. They are your problems as you outline them today.

We need dormitories. We have the grounds and we have the students; we must have dormitories. No trouble to get students if we have equipment, although there is trouble to find just the right students, the boys who really want to learn a trade and will pursue their studies with earnestness.

Another question is about our religious views. This is a Christian institution. When I state that I mean that we are subject to no church; we are connected with no Church; the school is not denominational. We have Protestants and Catholics on our Board of Directors, and we invite any man, irrespective of his religious views, on that Board. We teach the boys the essentials of religion and true morality. A boy shall not steal; he shall not commit adultery; he shall not break any of the commandments, but go out from there a free man. He attends chapel where there is reading of the Scriptures and prayer, and thus far we have had no difficulty or trouble with any committee of any Association, and to show you that we are

working on the right lines, the Lithographers' Committee met a few weeks ago and increased their subscription from \$2,000 to \$4,000; the Tile Association have doubled their subscription, and other schools are saying that they will help us more than they had promised.

There is perfect harmony out there. On the question of Unions, I want it to be understood that we stand for neither Union nor non-Union. We stand for the open gate—open to anybody. We teach neither Union nor non-Union in the school. A boy can join a Union or not, as he pleases; he will not be compelled to do so; he is his own man, and he is a free citizen when he goes out of the gate." (Applause.)

FINANCES CONSIDERED.

MR. JACOB MILLER: I am not quite ready to follow Dr. Dickey, but inasmuch as this question is in such indefinite form, as we might call it, I would like to ask if we were to come here on behalf of the National Association and make a definite suggestion for raising a certain amount of money between now and the time of our next annual convention in your city, say \$100,000 to \$200,000, by voluntary subscriptions of hotelkeepers, stewards, hotel proprietors and managers throughout the country; if we came here with say \$200,000 subscribed and ready to deliver to the Winona Technical Institute, they to build us a hotel and operate it as a Training School, what could you offer us in return for that?

DR. DICKEY: I can state that we would agree to call a meeting at once, if you came to us with a definite proposition, and that the Board would consult with the Commercial Club and other representative bodies of the city, and we would make you a proposition. In other words, as I understand it, you are not coming today with the money raised, but it is thought you could raise the money, and if you do you must give us time, and we will at once proceed to make you a definite proposition. But before doing that it will be necessary for our Board to meet and counsel.

ALFRED POTTS: The question might be answered a little more certainly if you would indicate what you would want.

MR. MILLER: What we want to know is, what the Institute would offer after we pay for the school and equip it.

DR. DICKEY: We do that for any association.

MR. MILLER: We have been informed that every Association does that.

MONEY LOANED TO PUPILS.

DR. DICKEY: No sir. The plan of the Association is this: For instance, the Lithographers furnish us \$4,000 a year. That is forty scholarships. We loan that money to the student, he giving us his note, the money to be paid back in two or three years from a time agreed upon by the Committee without interest. The money thus loaned him goes to that student to pay his tuition, and we take the proceeds of that tuition to pay the instructors and other expenses. Our overhead expenses are paid by temporary subscriptions or endowment. We pay the general expenses of the institution out of the General Fund, and we enter into contract with the Associations to pay our instructors. This we should do, because they are members of our faculty. They simply furnish a fund for three years, and that scholarship fund becomes a loan fund, and, of course, when we loan a student \$100 or \$50, we loan it to him to pay his tuition, and the proceeds of that tuition pays the instructors. So it is not correct that any Association pays for instructors in that Institution. We ask the committees to name the candidates to us, and we elect them, and when elected our Institute pays the salaries.

MR. MILLER: Mr. Smith stated at our convention in Chicago, a year ago, I believe, that the Winona Technical Institute would interest itself in raising the finances to build this school, with the co-operation and help of the hotel men. We would be very glad to help you and have you help us. We would not put all the responsibility on your Directors. Furthermore, there

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was a movement started to subscribe for scholarships. I personally subscribed for one at \$100.

22 SCHOLARSHIPS ALREADY SUBSCRIBED.

MR. SMITH: There are now twenty-two of these subscriptions.

MR. MILLER: We can get twenty-two hundred in three weeks. I have been told that this scholarship is perpetual. What is the meaning of that?

W. C. SMITH: This \$100 that we loan to the boy for five years without interest, is payable at the end of five years, and is then available for another student. For instance, if there were twenty-two of these scholarships, that amount would be loaned for five years, the boys would secure the instruction and training, and then at the end of five years pay it back.

MR. MILLER: Who does he pay it back to?

MR. SMITH: To the Winona Technical Institute. So this \$2,200 which you might loan, would become available every five years.

MR. MILLER: I did not understand it as a loan. I understood it was a free-will scholarship, and that the \$100 would go to the Winona Technical Institute as long as I felt like sending a scholar there. What does he do with the money?

MR. SMITH: He pays for instruction.

MR. MILLER: Suppose his family pays for his tuition?

MR. SMITH: Then that money is not loaned to him.

MR. MILLER: Does it ultimately belong to the Institute?

MR. SMITH: Yes, for this department.

MR. MILLER: The finances will not worry us a bit. We want you to feel sure of that, and when your Board of Directors meet they must not be worried about finances, but make it as a *clean definite proposition*, outside of the money. We can go away from here and say to the hotel men throughout the United States that we are going to build a school and are open for subscriptions; but what are we going to do with this school after we do have it?

DR. DICKEY: We would ask your Association, through its committee, to help us to manage this school.

ALFRED POTTS: I would like to ask a question. The thing that comes up in my mind at once is that it is less a matter of original establishment and installation, than a matter of maintenance afterwards. Now in the foundry and in most of the other lines of trade, you make something that can be taken out and sold, so that it becomes more or less self-sustaining. Now, here you are maintaining a school in which your students are expected to learn to cook, as one branch, to keep house, and the routine of hotel work. Of course, that requires in the Culinary Department, perhaps, a large expenditure of money to get the materials with which they may practice.

MR. MILLER: Not so much as the average man imagines.

MR. POTTS: Well, there would have to be a certain amount appropriated to make experiments. Now, on the maintenance side of it, I firmly believe that if you build a handsome building there, in the way of an up-town hotel, assuming that the service would be satisfactory for a suburban hotel and boarding place, it could be made to pay. You could build a building far within the sum of money you indicate, and have it of such capacity and so managed that it would be a source of revenue rather than a loss.

DON'T WANT COMMERCIALISM.

MR. MILLER: That would be going into commercial business.

MR. POTTS: There is no objection to the school being self-sustaining, is there?

MR. MILLER: No; but I do not think this would do. It takes us away from our object—to take care of the students. As to the amount of money for materials, it is not necessary, for instance, to buy a barrel of lobsters to teach the students to make Lobster Newburg. It is just as easy to teach it with one.

They have a school at Valparaiso, Indiana, where a young man who has worked for me is going to take a course of learning. He is a baker by trade, and learned his trade in my kitchen. But he has high ideals; he some day wants to be a hotel man, so he is going to this school. I asked him how much it would cost, and he said the tuition is \$15 for three months. The board and lodging is only a very few dollars per week, and he has saved enough money to pay for three months.

MR. POTTS: They carry on that institution on an average of 11 cents per meal for each student.

MR. MILLER: I think he said \$1.80 a week. We do not mean that in this school we must stock up an entire storeroom and refrigerator. We would make a menu today calling for roast lamb. The lamb would be bought, the students would be taught to cut it up and to cook it. But we do not mean that all the students would eat roast lamb that day, or perhaps any of them. The same with the baking and pastry. There would be one dish each day, and a menu for each day in the week.

DR. DICKEY: You have taken away the last objection from my mind to the commercial side of that school. I can see now that it is just as the Domestic Science class at Winona. It does not mean that we would have to furnish enough for the whole school.

MR. MILLER: When you break away from plain cookery, you get into fancy or classical cookery, as I have outlined it in the history of the Association. This is one department of cookery. Classical cookery is cookery as it is done in Europe by the masters. For instance, Bordelaise Sauce. If you have once learned in Europe, you can make it in Kokomo as well as in Europe. You do not have to learn it even, in Paris. There is many a French cook working today that never saw France. But we can buy one terrapin and say to the instructor in that department that today we shall teach terrapin Maryland. The students will all be taught how to clean and cook and serve it in different ways, and the students will not eat terrapin that day, not by a long ways.

WOULD BUILD THE HOTEL.

MR. GIRARD: Assuming that the Committee should raise \$200,000, would the Institute build a complete hotel of not less than 300 sleeping facilities (when I say "sleeping facilities" I have reference to dormitories—a small students' and instructors' room and not large rooms for transients) and permit the I. S. A. to name the instructors?

DR. DICKEY: We would insist upon that.

MR. GIRARD: Should the school prove a failure at the end of three years, what amount of the \$200,000 would be reimbursed to the subscribers? This question will be asked by so many subscribers. If one subscribe \$1,000 does he stand to lose the \$1,000 in case of failure?

DR. DICKEY: These questions have been answered by our Board in three other cases, so I think I can answer them pretty definitely. The first question, we would certainly do this, because it is now our plan and hope to have dormitories there. We have brick-laying department. We have had brick offered us by the Bricklayers' Association. We are equipped with the other trades, to erect a building very cheap. I am sure our Board would give you a definite answer as to what they would do if you raise a definite sum.

The other point is very clear. We have decided that any building that is donated by any Association or individuals must remain on that ground, and cannot revert to anyone. It is held forever in trust by the citizens of Indianapolis. No building can be sold. We cannot mortgage the ground or make any contract to return a building. The Founders put in a building without any conditions, so I am sure our Board would not agree to return any money put into a building on those grounds. We have done this with three National Associations, that if we together conduct a successful school for six years, then the equipment they furnish belongs to us. Some sort of a contract like that I be-

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lieve our Board would grant you. We would be glad to have this building and I am sure if you raise the amount of money you mention, it will be enthusiastically received by the citizens of Indianapolis.

MR. GIRARD: Would the Institute agree to manage the school for a certain number of years?

DR. DICKEY: They would agree to that if you should have a committee to help us manage it.

TO BOARD AT HOTEL.

MR. MILLER: Will the Winona Institute insist that scholars on the grounds in the different schools must board and sleep on the grounds?

DR. DICKEY: That is a question that would have to come before our Board.

MR. MILLER: If one fellow could stay there and another go outside, the thing would be a failure.

DR. DICKEY: That must be settled by the Board, but of course, opportunities could be offered there such as no student could get elsewhere.

MR. MILLER: We must be certain on that particular point. It would be very dangerous to leave any loopholes on that.

DR. DICKEY: If you had a son coming here, and you had a brother who lived here, and you wanted the boy to stay with your brother, we could not well insist upon his staying at the school. But I think we could adopt your policy with exceptions.

MR. FISHER: If we should raise \$200,000, or \$100,000 who will have the actual distribution of that money—the custody of it?

DR. DICKEY: The Finance Committee of the I. S. A. The National Founders' Association raised the money, furnished the architect, supervised the building of the foundry just as they wanted it, and the money could not be paid out except on the O. K. of their representative.

We need the experience and help of this Association. Without it we would not attempt to build this school. So if you erected a building, we should have to agree that that building, being approved by our Committee, would be erected under your management.

MR. MILLER: Seeing that there is a majority of our Committee present, I would like to offer a motion, that a Finance Committee on this school be appointed today by Brother Girard, to start in right now to get out necessary literature, subscription blanks, and get busy in raising the money. I am addressing the members of the Training School Committee. At least five should be on that committee. And I further go on record that we leave no stone unturned between now and the time we meet here in August in National Convention; that we come here with a definite proposition to establish this school.

(Seconded by Mr. Ratz.)

MR. FISHER: Before the Chair appoints this committee, I would like to be informed as to who should be on this committee. In my estimation I should think we ought to have at least two hotel men on that committee; we ought to consult and see whether we cannot enlist the aid and support of the Geneva Society and have one of their representatives on that committee, and then two of our own.

MR. MILLER: I would make this committee as large as possible, in order to distribute the work.

MR. HOFFMAN: I move to amend the motion of Mr. Miller, to the effect that the committee, as to number, be left to the discretion of the Chairman.

MR. MILLER: I accept the amendment.

(Amendment carried.)

WILL INSPECT TRUST DEEDS.

MR. HOFFMAN: Now, Mr. Dickey, I would like to ask you a question. You say that the title to this property is in the hands of Trustees, under certain conditions. Are there any conditions whereby there is a provision in the event that the Technical Institute is not successful in its operations, or in event same should be dissolved, that this property revert to the Trustees or to the city?

DR. DICKEY: No, sir. There were conditions talked of by this Commercial Club, but these conditions have

never been put into writing, but there is an understanding with the citizens of Indianapolis that it shall never be used for any other purpose than educational. There is no condition whereby it reverts to any one. In other words, we have not considered failure. We have fixed it so it could not fail. It must be used for educational purposes.

MR. HOFFMAN: Would there be any objection on the part of yourself or the Directors to submitting us a copy of the Trust Deed, or the original Deed?

DR. DICKEY: No, sir; every document we have is at your disposal.

MR. HOFFMAN: Then I would like to move you that Dr. Dickey or the Directors of the Technical Institute, or the Trustees, whoever have possession of this Trust Deed, tender the same to this Committee for inspection, to be returned on demand.

(Seconded by Mr. Klooz.)

DR. DICKEY: Mr. B. A. Wilson, Chairman of our Board of Directors, called me into the Bank today and told me that there was no more important movement than that you gentlemen represent. He is President of the Columbia National Bank. The facts are as we have stated them, and we can produce the documents.

(Motion carried.)

MR. MILLER: I move that the Chair appoint a committee composed of two members of the Winona Technical Institute Directors, two active members of the I. S. A. (the Chairman and our legal adviser would act as ex officio) to draft an agreement of organization of the school, to be ratified by the Trustees of both organizations.

(Seconded by Mr. Fisher.)

MR. HOFFMAN: Dr. Dickey, have the Trustees or Directors the right to pass upon any writings or contracts?

DR. DICKEY: Yes, sir. They are all one. The Trustees and Directors are the same.

(Motion carried.)

DR. DICKEY: Do you mean these five Trustees? They simply hold that deed, having been bound to do so, because they are citizens of Indianapolis.

MR. HOFFMAN: Your school is managed by Directors?

DR. DICKEY: We call them Trustees.

ALFRED POTTS: I think the facts are that these Trustees are simply Trustees for holding the title of the property, and the school is under the direction of a Board of Directors.

DR. DICKEY: But they are called Trustees and incorporated as Trustees.

MR. HOFFMAN: We have Trustees to hold title to property, and then the managers of the business are designated as Directors. They are not Trustees. I was simply looking for information as to the title.

MR. GIRARD: I will ask Dr. Dickey to give me the names of the two members to be appointed on this committee.

DR. DICKEY: I would like to counsel with my associates.

MR. GIRARD: May I have these names this evening?

DR. DICKEY: Yes, sir.

MR. GIRARD: I will appoint Mr. Falisse and Mr. Fisher. Mr. Hoffman and myself to act ex officio.

MR. MILLER: I believe according to our Constitution and By-Laws that the President of the International Association is a member of all committees ex officio, and I think it would be better to appoint a member who is not actively engaged in the business of the Association. The President and Secretary and Treasurer are members ex officio.

MR. GIRARD: I will make this committee Mr. George June and Mr. Fisher.

DR. DICKEY: I would like to ask one question that I may take it up afterward with our Board. As I remember the motion, you did not state the amount you desired to raise. That would come before our Board, and not to bind you at all, ought there not to be some thought of what you attempt to do?

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MR. MILLER: We contemplate raising \$200,000.

DR. DICKEY: Ought that not to be embodied in the motion? Many of the members of the Board who are not present would then understand that we are contemplating great things.

MR. GIRARD: On my remarks I said assuming that we raise \$200,000.

DR. DICKEY: That is satisfactory.

WOMEN TO BE ADMITTED.

MR. FISHER: I want to ask Dr. Dickey. Our Secretary made the statement that there would be a woman's department connected with the school. This matter has never been brought up at any previous meeting. In fact, this is the first I have heard of it. Of course, I approve and indorse it, but I would like to ask if there would be any objection to women attending this school.

DR. DICKEY: No, sir. We have women students today.

MR. MILLER: I want to say that as far as I have this thing wound up in my own head, it will be just the same as if you were managing a hotel. You would have to have a housekeeper, and fifteen to twenty girls to do cleaning and make up the rooms. That will be one of the departments of the school, necessarily. The laundry the same way. A girl who wants to enter that school for three months and work in the laundry, can learn how to take care of blankets and lace curtains, and will be under the instruction of a practical laundry man.

MR. FISHER: How about the recommendations of a student?

MR. SMITH: A student has to be recommended by the members of the Advisory Committee in the different departments.

DR. DICKEY: Yes; but we did not say you had an open gate.

DR. DICKEY: A student does not have to be recommended by any association of employers or employed. We do not allow certain people to say who can enter that gate. As an Association we do have an open gate, open to everybody. But there are certain qualifications, which a student must have to enter a department. For instance, a boy could not enter the printing department if he had never been to school, because he could not read.

MR. MILLER: Could not these points be agreed upon by your committee and our committee in drawing up the agreement?

DR. DICKEY: That is what I was arguing—to confine our students to students whom you alone would recommend, although we would never put any students in that you object to.

MR. HOFFMAN: Supposing a scholar should apply for admittance to our school. We do not know anything about the man. Would you refer it to us to see if we knew anything about him, or would he go in without consultation?

DR. DICKEY: That would be as your committee would say. As I understand it, you do not take the position that only certain young men can learn a trade. Is there anything in your Association to prevent a boy from joining that did not belong to any association that you belong to?

MR. HOFFMAN: No, sir.

DR. DICKEY: That is what I was trying to bring out.

WHAT'S IN A NAME?

MR. MILLER: I would just like to say that one of the members of this committee some years ago labored side by side with me in the kitchen as scullions. He learned in the old country; I learned in this country. At Chicago he was very much opposed to this school, but I have converted him.

Another thing I want to say is about the name. I have advocated all the time the dropping of the name "cooking school." I addressed the Chefs' Club in Chicago some time ago, and I told them then that I was not going to start a cooking school, and there is no position in this school that could be handed me on

a silver platter. I put this question up to them, and they have begun to look at it in a different light. They said: "What are you trying to do? Start a cooking school? The first thing you know a lot of kids will be cooking, and our wages will be cut." But I have changed their minds and they look at it more intelligently, but the average fellow under the chef thinks I am going to start a factory for cooks. Therefore I say that it is absolutely necessary that this name be changed. Cooking will be one branch, the main branch, but we had better drop that name and call it a Hotel Training School.

MR. RATZ: Replying to Mr. Miller, I want to endorse all he has said. I say right now that the best thing a man who keeps a hotel can do is to send his chef to a training school. We can show them how to make Lobster Newburg, how to make soup; how to cook a halibut, and so on through the meats and vegetables and poultry. The way we make cooks now, a man begins as a potwasher; but in future, when a chef is convinced that he can get a cook out of a training school instead of taking a pot washer, he will be glad to do it. Down in St. Louis they are glad we are going to have this school.

MR. FISHER: I just want to say that it is known perhaps, all over the United States, that we are here assembled. The very moment that this takes on tangible form, where we can go before the people and lay matters down and explain them, the school will be an absolutely accomplished fact. In the first year if we have 300 pupils in the school, the very moment they have their diplomas they can find employment at once from \$50 to \$75 a month and board and lodging, which no boy in any other department can do.

SCHOLARSHIP LAPSES.

MR. HOFFMAN: Just one question, Dr. Dickey. We will say, for example, that Dr. Leppa has subscribed for one scholarship. A student comes in and gives you his note for \$100. In event that note is not paid, does that scholarship lapse?

DR. DICKEY: Yes, it would have to. But in order to protect us from that we have asked a parent or guardian to sign with the boy. But if the boy is poor and never able to raise \$100, that note is not worth any more than any other note. But the money must be returned to the scholarship fund of this department, if it can be collected.

MR. MILLER: As I understand it, if Dr. Leppa subscribes for a scholarship, he is the one who is responsible for that \$100, and he can give that scholarship to whom he pleases. The boy does not have to sign the note for \$100 in addition to the scholarship?

DR. DICKEY: Oh, yes. If Dr. Leppa subscribes \$100 for a scholarship, then your committee, with ours, passes on the boy, as to whether he is in need, whether he is worthy, and whether we shall loan him the \$100.

MR. MILLER: But Dr. Leppa pays \$100 for a scholarship.

DR. DICKEY: He pays it for the purpose of loaning it.

MR. MILLER: If I wish to give my scholarship to any young man, he could not enter the school without signing that note?

DR. DICKEY: Say the doctor gives \$100 for a scholarship to-day, and to-morrow John Smith comes in and states that he has not the money with which to pay his tuition. We say that we have a fund here, a scholarship fund. We ask the boy if he has a parent or a guardian. If he has, we ask one of them to sign the note with him. We ask him when he can pay. If he says three years, we make the loan for three years, and the doctor's scholarship goes, at the end of three years, when the loan is repaid, to another student as a loan. But if the doctor comes in and says "I do not want this boy to sign a note," then that ends his scholarship.

MR. HOFFMAN: Another question I wanted to ask is, is there any age limit?

DR. DICKEY: Yes. We have an age limit as to the age at which the boy enters, not as to being old. He



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must be 15 years old; he may be 40 or 50.

MR. MILLER: If a hotel clerk wants to take a course in cooking, he can do it.

DR. DICKEY: Certainly. There is no limit as to his being old.

MR. GIRARD: I will close this meeting, and we will meet again tonight at the Claypool Hotel, at 8 o'clock, and I understand the representatives of the Winona Technical Institute and the Commercial Club are to meet with us and go over the subjects we have been discussing. The educational features of the proposed school present a vast field. But recently, a physician spoke to me and said that one of the things that is wanted badly is a place where trained nurses could go to take a post-graduate course in cookery, such a cookery as is necessary for a sick room, and the convalescent.

Unless someone else wishes the floor, we will stand adjourned.

DR. DICKEY: Mr. Smith wants to be clear on one point. Is this \$200,000 for building and equipment and the scholarships a separate thing?

MR. MILLER: Yes, sir.

MR. SMITH: I would like to cover a point that we have always had a great deal of difficulty in making clear to members of other organizations. Let it be clearly understood that no student ever comes from any other standpoint than that Dr. Dickey has outlined, in regard to scholarship. A boy may come and say: "I come from Dr. Leppa; I understand he has paid my tuition." But he must sign the note, and the only thing the doctor does is to make it possible for the boy to pay his tuition after he is through school.

MATERIAL FOR THE BUILDING.

MR. MILLER: I would like to know, Mr. Smith, something as to the amount of tile and brick you would be able to furnish us.

MR. SMITH: At a meeting of the National Tile Association, they agreed to furnish all the tile that was necessary for this building, have it designed by an expert of their association, who would be sent on here. They take it for granted that this hotel will be the cynosure of a great many people's eyes, and they want to have the tile thoroughly representative. The Secretary of the Bricklayers' Association and three of the members said they would give all the brick that was necessary to build a dormitory on the grounds.

DR. DICKEY: I just want one more word. We know from what you say that you are thoroughly interested and well posted in this matter, and we assure you that we want your association represented in this school. We have a collection of scholars, and while it is the Winona Technical Institute, it is your school, and your committee will help us manage it and be responsible for its success.

MR. HOFFMAN: I understood it is the intention of the Association to issue diplomas to graduates of the Training School. If such diplomas are issued, will they be in the name of the I. S. A. or the Winona Technical Association?

DR. DICKEY: Our custom of course, is to have it Winona Technical Institute, but we can easily have the signature of your committee. We always have the instructor in each department sign the diploma. That matter can be settled by the committees.

MR. HOFFMAN: Would there be any objection to the name of the International Stewards' Association appearing on the diploma?

DR. DICKEY: I should not think there would be any objection, but questions of this character could all be settled by the committees.

MR. SMITH: There is no objection to word the diploma: "This diploma granted by the Winona Technical Institute under the management of the International Stewards' Association."

DR. DICKEY: We think that every school there is Winona Technical Institute school, and you would have to have our diploma. But there would be no objection to the name of your committee appearing.

MR. GIRARD: Meeting adjourned until 8 p. m., at Hotel Claypool.

DOINGS AT THE CLAYPOOL.

Indiana State Branch I. S. A. Meeting, at Claypool Hotel, December 10, 1908, at 8 p. m.

J. E. Krause, President.

W. W. Lowry, Acting Secretary.

The report of this meeting is not stenographic, but constructed from pencil notes by the chairman of the committee.

Mr. Krause welcomed the gentlemen of the committee and the trustees present, and expressed his ardent desire to boost the Training School idea, and further promised to organize the fraternity to a more compact unit in Indiana.

MR. MILLER: I will ask the chairman to call upon Eugene Girard for a brief report of the educational work of the I. S. A.

(Eugene Girard's speech is omitted purposely because of the request of Mr. Potts to have same printed so that he might personally attend to its distribution; and furthermore, because of the lack of time in the preparation of this report.)

MR. POTTS: I make it a motion that Mr. Girard's statements be printed and sent to the press as well as distributed broadcast in the shape of pamphlets. I will be pleased to take charge of that part and see that they are properly distributed and sent to the newspapers.

(Seconded by Dr. Dickey.)

MR. RATZ: Gentlemen, I am pleased to be with you and see for myself the enthusiasm and progressiveness of the Association. I have the honor to be president of the St. Louis Branch, and wish to assure you that things are harmonious down our way. We combine information with sociability. We have our meetings at various places, giving an opportunity to the members to visit the various places in the city of St. Louis. The meeting generally opens with the general run of business and is followed by papers and a general discussion, and ending with luncheon, at which some novel features are introduced. It has brought us together; it has paved the way to friendly intercourse. It is now a common occurrence for one member to telephone the other about certain merchandise that may be of limited quantity and exceptional quality. Now, we are going to boost this Training School idea, and you can feel that the St. Louis Branch is with you, heart and soul.

DR. DICKEY was then called upon by the chairman to summarize the work of the afternoon meeting.

DR. DICKEY then called upon the chairman of the Training School committee to take his place in summarizing the work of the afternoon.

PLAN OUTLINED.

EUGENE GIRARD: Gentlemen, I will condense in as few words as possible, the work planned. The purpose of the joint meeting held this afternoon was to arrive at some tentative agreement by which the erection, equipment, maintenance and management of the proposed Hotel Training School would be made a possibility, along such lines as would insure its permanency and the successful training of its students.

The Winona Institute is to furnish the grounds and such material as may be obtained from the various manufacturers' associations; the services of their trained instructors, the labor of their students for the erection of the proposed hotel, and when same is completed they are to assume the management and maintain the school and its instructors.

This school is to be known as the I. S. A. Training School, and the instructors and pupils shall be subservient to a committee of the I. S. A. The diplomas are to be issued and printed in such a way as to clearly define that the I. S. A. supervises the work of the school, etc.

Committees have been appointed, one jointly for the Institute and the I. S. A. to draft articles of agreement to be submitted to our respective trustees.

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The chairman of the committee was also instructed to appoint a finance committee, the selection of this committee and the number on it to be left to his discretion. I may add that it is the present chairman's intention to appoint as members of this committee members of the Winona Institute, Geneva Society, Culinary Philanthropic Society of New York, Hotel Men, National Men's Associations and other large hotel associations, Master Bakers and members of the I. S. A. Literature is to be printed and our proposed Training School is to be given wide publicity. I think perhaps that is all I can say at the present time. However, the report will be printed in detail in our monthly Bulletin, and if the gentlemen who are here tonight and are not members of the association, will leave their addresses with me, I will take pleasure in forwarding them a copy of our Bulletin.

It has been proposed by the I. S. A. committee, that a subscription fund of \$200,000 be raised, said fund to be utilized for the erection of a modern hotel, so fitted that the students of the Winona Institute could be housed and boarded in that hotel. The hotel would have training departments for every distinctive feature of a well-conducted hotel, so that the pupils could be trained along such lines as that of Stewards, Culinariums, Housekeepers, Bakers, Confectioners, Laundrymen, etc.

NEED OF CULINARY IMPROVEMENT.

MR. MENJOU: Mr. Chairman and Gentlemen: The more I think of the proposed Training School—I will take that back and say our Training School, as I feel now it is so well under way; hereafter I will say our Training School—the more I realize the various possibilities for educational purposes. It is men in my standing who best realize the vast ignorance of the general public concerning culinary matters. It is almost a daily occurrence with me to receive telephone messages for a recipe of some kind or other. Just before my departure for this city, a lady telephoned me asking me if I could tell her how to prepare the delicious dish of tripe such as she was in the habit of securing while in Paris. We have the material in this country, the money, and the willingness to become sensible epicureans, but we lack the culinary education, and I feel that the establishment of our Training School will be the beginning of a wide dissemination of the knowledge which goes to make good hotels, good restaurants and good housekeepers.

MR. MILLER: I am asked to say a few words pertaining to our Chicago Branch. Our branch has been profitable to its members in more ways than one, but I will speak only of the various demonstrations we had during the course of the winter.

The first of the course of these lectures was on Meats. We had on hand to demonstrate otherwise than verbally, various cuts and grades of meats, such as:

Stall fed.

Grass fed.

Cow and other loins.

We also had a dressed goat which is often sold for lamb or sheep meat. The next of the course was on olive oil. Then on linens, when we had the services of an expert linen man. Another time we had a talk on milk and cream, with a demonstration as to the utilization of its appliances, winding up the season with a session at which papers were read on the aims and objects of the Association. It was very clearly brought out at this last session that the interests of the employers and employed were common, and that it would be most beneficial for them to meet on level ground at such meetings.

Mr. Miller's talk was most instructive, and it is to be regretted that the manuscript copy of his remarks could not be obtained. However, much of what he said, can be obtained from the published minutes of the Chicago Stewards' Club Bulletin, where may be found copies of Mr. Miller's official talks.

TRAINING WILL LIMIT DIVORCES.

MR. FISHER: Gentlemen: I have listened with pleasure to all that has been said, and there is but little for me to add, except perhaps that our Training School will add greatly in solving the problem of properly educating ladies to become efficient housekeepers, thus reducing by a large majority, the number of divorces in the United States. Verily, gentlemen, the culinary ignorance of the average educated American young lady is far beyond a limit of safety. But a few days ago, my daughter returned from a visit to one of her old schoolmates who had been recently married, and said to me I had yet to learn how easily the drudgery of the kitchen might be simplified.

This young lady stated that she could not understand why her husband could not enjoy her cooking; she bought the best steak, had it cut thin, and done to a lovely crisp; bought the best canned vegetables and always purchased the best brand of corn beef hash. While reciting her ample qualifications as an efficient housekeeper, she was busy starching in a wash basin an article of wearing apparel, and when this was done she rapidly rinsed the wash basin under the faucet, and partly filling the same with water, slammed it on the stove, threw in a handful of coffee and said: "Now, if you wait awhile you and I will have some coffee." I very truly believe, gentlemen, there is a crying need for our Training School.

DR. LEPPA: Mr. Chairman and gentlemen: I sincerely believe that a most efficient aid to the widespread movement now extended all over the world for the purpose of stamping out tuberculosis, is the spreading of a better knowledge of the preparation of food, and the hygienic treatment and preservation of food material. The proposed school will disseminate this knowledge, and if we are unable to do more than help this philanthropic and Christian-like idea, no doubt all those interested will feel amply repaid for any trouble or work they might have had on behalf of this proposed school.

Mr. Lowry spoke at length upon the encouragement and backing that we were receiving from the hotel men. His address was most encouraging and I regret to be unable to produce it here.

The gentlemen present who were eligible to membership to the Association, spoke of their sympathy with the work and their willingness to join the ranks of the workers.

This report is respectfully submitted.

EUGENE GIRARD.

Chairman Training School Committee.

Past-President Wm. H. Morris, who was to represent President Falisse at the conference, was unavoidably detained in Chicago at the last moment and could not go to Indianapolis as scheduled.

Through an oversight of the stenographer, the name of Vice-President L. Fred Klooz was unintentionally omitted from those as being present at the conference. Mr. Klooz was there, of course, and very much alive to the requirements of the occasion.

The main feature of the conference was the promise of the President of the Commercial Club, of Indianapolis, to have \$50,000 of the needed \$200,000 by the time the I. S. A. convention met in that city next August. Now, if the rest of the United States cannot raise the other \$150,000 in the same period it will be the fault of the men behind the guns.

MEETING IN NEW YORK.

State Branch Has Educational Session Which is Addressed by Oscar Tschirky and Others, and Concludes With a Demonstration on Short Loins.

The New York Branch is setting a pace that should serve as an example for the other units of the I. S. A. Largely attended meetings have been the rules there of late, but all were overshadowed by the enthusiastic attendance at the session of the Branch at the Hotel Marlborough, New York City, Monday evening, December 21. The latter was one of the Educational

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demonstrations inaugurated by President Nies, who has injected into his administration of the New York Branch a strenuousity that evinces an instructive era for I. S. A. adherents in his jurisdiction.

Among those present at the Marlborough meeting were the proprietors, managers and stewards of the leading hotels, clubs and restaurants of the city of New York. Milo E. Westbrooke, steward of the Marlborough, welcomed the members and visitors, after which President Nies formally opened the session with L. C. Klein as secretary.

AIMS AND PURPOSES.

In opening the session, President Nies spoke as follows:

You all know the object of our meeting tonight and what will be done here. I think, however, a few words in regard to our Association might help to enlighten some of the gentlemen who have not been at our meetings before. Our Association is an association of hotel proprietors, managers, stewards and club managers, and stewards and restaurant men, formed for the purpose of getting together, discussing matters of interest to our Association and profession, to enlighten each other as to the best methods of doing those things which are most advantageous to ourselves and our employers; for discussion, demonstration, and otherwise to arrive at what we consider to be the best methods of conducting our business. Many of these are educational features. These meetings are held monthly, sometimes oftener. At each of these meetings there is a demonstration or lecture of some kind dealing with matters of interest to the society at large and also to the profession at large. We hold these meetings in hotels and in public places for the purpose of showing people that we do nothing behind closed doors. That everything we do is open and above board and that every one may come who wishes to, if they be interested in our work and, if they find our work agreeable to them and find the objects of our society agreeable to them, to become members of our Association.

The way to help people most of all, they say, is to make them think, and these discussions and these lectures and these demonstrations help people to think. We also give those who come to these meetings the benefit of the opinions and the experience of the best minds in these matters, people who have succeeded, who have been successful, and it is from the successful people, of course, that we must learn successful methods. For that reason we have invited to be with us to-night Mr. Oscar Tschirky, who will be one of our speakers this evening. We all know who Mr. Oscar of the Waldorf is. Mr. Oscar of the Waldorf is a gentleman who has made possible more than anyone else, by reason of his great and advanced work in his line, the conducting of the large hotels of the present day. (Applause.)

Before Mr. Oscar took hold of the service at the Waldorf it was customary to say, to get good service one must go to a small house where there are few people, where everything is under the eye of the proprietor; but Mr. Oscar has demonstrated that it is possible to give better service in a larger house than was ever thought of or dreamed of in small places through his great work in systematizing service, in directing his employees, in lecturing to and training his men up to his high standard of service. We all admit, and we know today, that the service in the Waldorf in the present and in the past has been the best service given in this country if not abroad. And I think and I can safely say that, when the hotels in Europe reach the size of our Waldorf-Astoria, they will be unable to improve very much on the service that is given at the Waldorf at the present time. Mr. Oscar deserves all that credit which comes to those who make the way, who do things, who accomplish things, who show that they can be done. He has demonstrated that at the Waldorf, and he has been so successful at it that we thought for the members of our Association and our friends among the proprietors of the hotels of New York nothing could be more instructive and entertain-

ing than to have Mr. Oscar come here and personally tell us how he does all this. Gentlemen, I have the honor to introduce Mr. Oscar Tschirky, of the Waldorf-Astoria. (Applause.)

EASY IF YOU KNOW HOW.

Mr. TSCHIRKY said: Gentlemen, I take it as a great honor to have been invited here and to respond in a few words to what I was asked to say. First of all I am very happy to see so many people here that take an interest in the Association, to try and help along the work of the Association, and furthermore I think it is the best thing that can be done for us once in a while to come together and have these little meetings and talk about our business.

It is very nice in our friend, the Chairman, to give me all the credit for the success of the work at the Waldorf-Astoria, but I want to impress upon you that it is not myself only, but it is the great man whom I have had to teach me and to tell me first what to do, and who has taught me to do what I am doing, and that is George C. Boldt. (Applause.)

It is all very well for a man to have the ideas, the man and the *sovoir faire* to go on and do it if he has someone behind him that lets him do it. But you, gentlemen, well know that some men hold positions and have just as much brain and just as much discipline as I have, but they haven't the man behind to let you do what you want to do. And that is the great secret of our business. When a hotel proprietor engages you to do things and when he knows he has one who can do them he should let you do them, otherwise you cannot meet with the success your efforts would bring if he permitted you to go ahead, and that is what Mr. Boldt has done at the Waldorf-Astoria.

Now, gentlemen, when I took the position at the Waldorf when it first opened, I was as you all know, engaged to be the head waiter. I took charge of the main dining-rooms as what we call in Europe the *maitre d' hotel*. I think I was about the only one in this country that when by the name of the *maitre d' hotel*. We had another man who had charge of the private rooms and the upstairs business, whom Mr. Boldt brought from Philadelphia. When this man left Mr. Boldt asked me if I thought I could manage the whole business and look after the upstairs and downstairs as well. I told him it was easier for one man to do it than two, and I started.

I have arranged the upstairs service, as everybody knows, so that every floor is one hotel, which was not the case at the time of Mr. Ellsner's administration of the floors, when the waiters were all on one floor, and when a guest wanted anything those men had to leave the fifth floor to go up to the tenth, or to go down to the first and also had to go down to the kitchen with the orders. Now you know in a big hotel like ours, or any hotel that is above 200 rooms, service of that kind is never a success. You must arrange your business on every floor. Try to get the service on every floor so that the men in charge of those floors have everything under their hands, silver, glassware, chinaware, heaters, hot water, linen and the dummies to go direct to your kitchen. After you have installed that you can expect to have a success. When I spoke to Mr. Boldt about that and said that unless that is done in this way I will not take the position upstairs, it took him just about two hours to have an engineer on the ground to find out if we could turn the elevator which was used for service into dumb-waiters, which was done. After the contract was signed I accepted the position and the success has been such that all of you and everybody in the country are talking about the service at the rooms in the Waldorf-Astoria. This, gentlemen, you must have if you want to make a success.

Now, gentlemen, if I had not had a man behind me as proprietor who knew that it was worth while to spend that money after I had shown to him that I knew what I was talking about, we wouldn't have had

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that success; therefore, the credit is all due to George C. Boldt.

Now, gentlemen, you ask me to come here and speak a little about my school. It is true that from the time we started the Waldorf my idea has always been that no matter what business one is engaged in one must, if there are lots of employees, get them together once a week and talk to them and tell them what is wanted. In our line of business we have many men that are willing to be waiters and whom we can only call half waiters; but through teaching it is possible to make of these men thoroughly good servants and good men. Therefore, I made it my business to start this school and to call all the waiters and omnibuses together, head waiters, captains, and bring them together in a room between half-past eleven and twelve, one watch on a Tuesday, and the other watch on Wednesdays, so that the watch that was supposed to be on duty was on duty and the other watch was up to listen to my recitations. The idea of that school is this: If I had not established that school it would have been impossible for the Waldorf, with so many rooms, dining-rooms, to give the same service in one room as was given in the other. The house is so large that if this school had not been perfected one would have gone into the cafe and got service in a different style from that in the dining-room. By bringing these men together it gave me a chance to talk to all of them and tell them exactly how I wanted the service to be performed. Besides that I instructed every head waiter to have a book and every little mistake that a man made must be put in that book. For instance, if I saw a waiter, or any of my head waiters should see a waiter clearing off a glass this way (illustrating) or touch it this way (illustrating) instead of this way (illustrating). I would go to the waiter quietly and give him an explanation and tell him that I do not want it done this way (illustrating), but this way (illustrating). Do not place your fingers inside of glass or near the top where it comes in contact with the mouth. As I say, such things as that are put in that book, every department the same, and the day of the meeting every head waiter reads every little item that is in that book to me quietly and I give the lecture to the waiters and the omnibuses, that such and such a thing has happened and such and such is the way I want it to be done. You understand that this one little mistake that may have happened, just an hour before, at the meeting has been told to the man that made the mistake and repeated eight days afterwards to everybody without mentioning his name, as I do not believe in showing up a man in front of an audience, and that very little mistake was told to everyone, and this enables us to give a perfect service.

The same thing in carving. It is very hard to get men who understand carving. I believe in letting the head waiters and captains carve as much as they possibly can and to show the men how to do it. We have not gone into details yet to bring things up from the kitchen and show them the carving, but I believe it is a thing that ought to be done, as we find a good deal of trouble among our waiters who do not understand exactly how to cut, for instance, turkey or duck without trying to cut into the bones. They do not know how to cut between the joints, and it is absolutely necessary that should be shown to the waiters, if possible.

But the idea of the school is a very simple one as you understand. By giving orders to the head waiter to keep this little book you will be able to teach the men in such way that every single man working with you will work in perfect harmony and exactly as you want him to work. I do not know if I can tell you anything else about the school—that is what I was asked to talk about—except that I should like very much to tell you that there is another point that the head waiters ought to see to; we find a good deal of trouble when the waiters are coming up that they have not got clean shoes or clean hands. Another little thing that I do at the Waldorf is to tell the waiters to sign a book after they enter the time-

keeper's office. They must sign a book in each department in the dining-room and the captain must stand right there and watch the signature and in the meantime take a little look at his shoes and hands and see that his hair is combed. That again is a little point that is absolutely necessary. Now, gentlemen, if there is anything else that you want me to talk about—

THE CHAIRMAN: I think, Mr. Oscar, some of the gentlemen would like to hear a little about the management of the banquet and large affairs.

MR. TSCHIRKY: Well, the management of the banquets is a very small matter, it is simply a matter of discipline. I can't say very much about it, except in a house like ours we have a regular routine regarding what we call the extra waiters. We keep a list and every man has a number, 1, 2, 3, 4, or 5. If No. 1 can't be found we take No. 2, and so it enables us to get the same men, but as you all know I am so strict in my business that almost every man who comes in our house knows exactly what I want and I have very little trouble with them. The service in our house is just like that of soldiers. Of course it is a thing that I never leave to any of the head waiters. I am always around. I give the orders when to clear off and I give the orders when the chef shall send the things up. I watch the men and have very little trouble, no matter if we serve a thousand people or fifteen hundred, it goes just as easy with us as if we served 200. The main thing, however, is the discipline and that I have got and I think every man in this room, if he is a man with character, doesn't fool with his men, doesn't larch with them and treats them right, can get just the same discipline out of his men that I get. Anything else you wish, gentlemen?

THE CHAIRMAN: I think you have covered the field very completely unless there is something you wish to say in closing.

MR. TSCHIRKY: I have nothing to say except I feel very proud to see these gentlemen listening to me and it is a pleasure to me to tell them everything they would like to know, and I thank you very much for the invitation and the opportunity to appear before you, and I can only say that if you follow the advice that I have given, you cannot fail to make a success of the business you manage. I thank you again. (Applause.)

THE CHAIRMAN: I think it is proper now to rise and give a vote of thanks to Mr. Oscar Tschirky for his very kind lecture and for the enlightenment that has come to all of us. Mr. Oscar, as you all know, is looked upon as one of our great captains of American industries, especially in the hotel line, and to have him come here is the greatest compliment we could have had paid to our society. We thoroughly appreciate it, Mr. Oscar, and hope we may see you again. We shall try at all times to make our meetings interesting and it may possibly be we will have someone here at some future date that you would like to come and listen to. If so we shall be glad to keep you informed and to extend a cordial invitation.

(A rising vote of thanks was then given.)

THE CHAIRMAN: Now, gentlemen, the next course in our meeting will be to hear from Jacob Miller, who is National Secretary of the I. S. A., who comes to us direct from the conference of the Training School Committee at Indianapolis, where they have just completed the preliminaries, or in other words made the arrangements with the Winona Technical Institute for the establishment of this school. The preliminary work has been done, but this is the first actual work towards the establishment of the school. I have the pleasure of introducing Mr. Miller.

"OUR JAKE" TAKES THE BLAME.

MR. MILLER said: Mr. President and gentlemen: I have come a thousand miles to be with you tonight, on receipt of notice of this meeting from Mr. Westbrook. An appendix to that notice stating that Mr. Oscar Tschirky would address the New York State Branch at the Marlborough Hotel, pertaining to service, was enough hint for me to get ready and pack my grip and come on here; for when the opportunity presented itself to me, old timer as I am in the business



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in the different States, to listen to the wise words of a world-renowned man like Mr. Tschirky, I think I am treating myself to a Christmas present to come here and be one of you.

I am not here as the National Secretary, I am here simply as a member of the I. S. A., one of the founders of the I. S. A. I have struggled for the I. S. A. since its infancy. It has had its ups and downs. I have been up and I have been down, and I have been up and I have come down again time and time again. However, the principles of the I. S. A., in my estimation, have been right, they have had the true ring of fellowship, of learning, of manly character to them; no unionism, no insurance clause or anything of that nature that ever crept into the ranks of the I. S. A. since I have been connected with it, and I am a charter member. When the Detroit Stewards' Club was first founded I joined the Detroit Stewards' Club. There were simply 28 men of the profession from different sections of the country gathered in Buffalo on that call and they, by vote, decided from the International Stewards' Association. Our aims and objects, our principles, have been the same from the day we started until to-day. While we have done a great deal in charity we have never paraded it, we have never held it up to a man that we are going to do this or going to do that. When it is up to us to do a thing we are going to do it if it takes every dollar in our treasury, but we do not embody that part of it in the By-laws.

Referring to the Training School which I have been blamed for, being the originator of the idea to a certain extent, for the reason that I have outlined the program here to conduct one branch of that training school and to divide that particular branch into the 14 or 15 other branches it has been heralded broadcast that we are anxious to start a cooking school. I have had that to overcome in the past few years among some of my personal friends; having been a cook, risen from the ranks as a chef, I am not ashamed of my reputation as chef nor as steward—I have been accused by a good many friends of mine who are chefs to-day that I am trying to give away the secrets of the culinary department by starting a school. However, to every one of you gentlemen here, I will say I have been accused of looking for a professorship in cookery, making a soft job for myself. I want to say to you now that when this dream of mine is realized, when this school shall be established, and this school will be in operation in less than two years from to-day, it will be not only for one person but for the United States. The hotel element of the country to-day is taking up the question and I am on record on my word as a man before you that no position in that school can be offered or tendered to me. I am not looking for any job, but I have studied, I have risen from the ranks as a poor immigrant into this country, I battled my way, and I don't owe any apology to any man living for where I am to-day. I occupy the same position for the twelfth season beginning the 4th of January with an 800-room hotel as steward. I had been chef of that house for six years for the general manager of that house and my record is an open book. I have worked as waiter and as pantryman on a steamboat, and as head waiter and cook, and worked myself up as chef, and I am not looking for laurels for myself by establishing this school. This school is going to be the greatest help to hoteldom in these United States in my opinion. I am sincere in my belief. If I was not I would stop the work. It is not a cooking school. We are going to raise this money. I don't know whether it will be a thousand, fifty thousand, one hundred thousand or two hundred thousand, but we are going to raise this money. The I. S. A. is going to put forth these efforts by asking and speaking to the different State hotel associations to assist us in raising this money. We will build this hotel and equip it and turn it over to the Winona Technical Institute as a monument to the I. S. A., and the Winona Technical Institute in Indianapolis have agreed to furnish the teachers in every department from the clerk to

the head waiter, the laundryman, the chief engineer, the head cook, the baker, the ice cream man, and they will pay them living salaries to teach these scholars that will enter that school.

There are eight other national schools in those grounds. The capacity of the eight national schools is, I think, something like 1,200 pupils. They have now about 470 pupils on these grounds. The only stipulation that the International Stewards' Association Committee asked of the officers and directors of the Winona Technical Institute is to compel every student that enters these grounds, 76 acres, beautiful grounds, with twelve magnificent buildings on it now, and, as I say, with eight national schools in operation—that these scholars will be the patrons of this hotel, thereby making this hotel self-sustaining. Now, a gentleman at our convention in Chicago says, "How are you going to teach a man how to make a lobster Newburg in a school?" I want to say to you, gentlemen, myself, as a cook, that I can bring a lobster in here, just one lobster, and if every one of you have the brains to learn I can show you what to do with that one lobster as well as I can with a barrel of them. It is not necessary to feed 800 students on lobster when teaching 800 students how to make lobster Newburg or to boil or broil or split a lobster. You can do it with one lobster, and the chances are the manager of the hotel will eat that lobster and not the scholars. It is as simple as rolling off a log if you gentlemen in different sections of the country will give this question the proper study and consideration. I believe the hotelmen of the country have seen through it, at least we are continually receiving complimentary notices and promises of support.

Mr. Lawrence, the proprietor of the Claypool Hotel in Indianapolis, said to me on the day of the meeting in Indianapolis, "I will personally guarantee a subscription of \$20,000 in the State of Indiana towards this school," and now, gentlemen, Indianapolis is only one city and Indiana is only one State. Of course it looks big for a man to come here and say we are going to raise \$200,000. That is probably more money than any of us have seen or controlled for a long time. I know I have not yet. We get ours in little chunks out West; but it is no trouble at all to get this money, as the I. S. A. has always stood against graft and for education, and the hotel proprietors one by one, the City Associations and the State Associations one by one, are giving us their support.

Now, men who are employed—I do not know how many proprietors are here—I am very pleased to note in your assembly one proprietor of a New York City hotel, a man who has probably known of me and me of him for a good many years, the proprietor of the Lucerne Hotel; I am very proud to see him here. He is a western man in New York to-day. I refer to Mr. Runciman. However, we started out to get the support of the hotel proprietors. I went to Saratoga this summer where I had the pleasure of meeting Mr. Tschirky, and explained my little object to the hotel proprietors the same as I have to you here. We have done nothing up to date that we need be ashamed of, whether we are the New York State branch, the Philadelphia branch, the Pittsburgh branch, the Cincinnati branch, Dayton branch, Chicago branch or Seattle branch of the I. S. A. The I. S. A. to-day has got the support, the moral support and respect of the employer. I don't know any more that can be asked by any association of employees.

Now, in regard to the contract with the Winona Technical Institute of Indianapolis, I want to say to you that there has been no contract made as yet. I put the question to those gentlemen through the chairman, Mr. Girard: "If the I. S. A. will raise a certain sum of money to build and equip a modern hotel containing every department in operation that any other modern hotel in a large city will operate, will the Winona Technical Institute continue the operation of this hotel and engage the heads of departments who shall be the teachers of the different departments?" They are on record, as you will find

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in our monthly BULLETIN, published within a few days, as saying they will do so. They are an endowed institution. They are an endowed corporation. If we will raise this money to build this hotel and equip it, it always will be the National Stewards' Association's Training School, but that hotel becomes the property of this Winona Technical Institute. As I have said before, there are eight other national schools of learning on the grounds, but they will give us this support, which they cannot offer now for every student on those grounds now boards and rooms where he pleases.

Now, for us to equip this house and keep it in running order we must have some patrons for it and the patrons of this hotel will be the scholars of all the schools on those grounds. For instance, if we require ten lambs to-day for our bill-of-fare, comprising soup, fish, lamb, etc., one vegetable and one pastry for the scholars at a nominal sum per week, those lambs will be bought, they will be taken to the butchershop, one after the other will be cut from the neck to the shoulder and the flank and ribs and legs, and the butcher will be a salaried man, just the same as the butcher in the Marlborough Hotel, or the Waldorf or any other hotel, will demonstrate on those lambs and that particular item will be consumed that day by 700 or 800 scholars.

A great many people thought that it would involve a terrible expenditure and waste—a loss. Why, you may give them bread pudding on Monday and coconut pie on Tuesday and lemon sherbet on Wednesday, etc. Now, these students in that school will get the teaching Monday, Tuesday and Wednesday, etc., but the scholars of the entire school will eat that coconut pie, or whatever that particular dish in pastry will be, for one day in the week, and one scholarship at \$100 subscribed pays the tuition of that scholar. Now, if that particular scholar happens to be fortunate enough to have some one who can pay his way, that scholarship that you subscribe indiscriminately is perpetual. It will take \$100 for another scholar, whether male or female, in the laundry department or the housekeeper's department. You may have a daughter, a hotel man would like his daughter to learn the working of the housekeeping department, or the laundry department, how to take care of your blankets or lace curtains, and the washing and drying and folding and how to keep them stored away in the linen room. If you feel like sending your daughter to this particular institute the scholarship for the daughter will be \$100 a year, which goes to the institute, and in return the institute will pay the salaries of the heads of departments out of the money received from the scholarship.

Now, as we go along—this thing is not going to happen in a month or two months or six months—it is a question to-day before the American public and the more it can become threshed out, the more you can enlighten the public on it as well as the hotel-keepers, the deeper you can go into the question.

We were received by the Commercial Club of Indianapolis, the president and chairman of the Board of Directors of that club said: "Gentlemen, you have opened our eyes. We didn't know what you were about here. There has been some talk of starting a cooking school here. Now, since the question has been put before us in an intelligent manner we can see through it and the Commercial Club of Indianapolis will assist you at once and help in the raising of funds. By the time you meet in Indianapolis the Commercial Club of Indianapolis will have raised \$50,000—one body."

Mr. Falisse has a letter I gave him from the vice-president of the Indianapolis Hotel-Keepers' Association, Mr. Krause, proprietor of a new modern fire-proof hotel, the Hotel Edward, also of the Morton House; just before I left I received this letter from him. This is a copy of a letter he has sent out to the State Hotel-Keepers' Association in Indiana. For instance—Mr. Tschirky, proprietor of the Claypool Hotel, Indianapolis, find enclosed a marked newspaper article that no doubt will be of keen interest to you

as a hotel-man. Inasmuch as the International Stewards' Association has changed the plan from a school of cookery to a complete modern hotel the enterprise should meet with your serious consideration and hearty approval. It means so much to every member of the Indiana Hotel-Keepers' Association that space will not permit mention of same. It is the writer's earnest desire to help you post yourself on the matter in question, as it will be thoroughly discussed at our convention, which takes place in this city, December 28th, of which you will be duly notified.

Yours very truly,

G. E. KRAUSE.

The postscript says: "Dear Mr. Miller, I mailed duplicate contents of this envelope to 164 members of the Indiana Hotel-Keepers' Association. Please favor me with about 150 application blanks. I do not know just what success I shall have with our convention on the 28th, but you can gamble your life that I am going to make a big fight for new members."

Gentlemen, when you have accomplished that, when you can interest a proprietor, your employer, practically you have done something that any man a member of the Stewards' profession, whether a member of the I. S. A. or not, ought to feel proud of. Gentlemen, I thank you. (Applause.)

THE CHAIRMAN: Gentlemen, I have the pleasure of introducing Mr. Falisse, our National President, who I am sure has something of interest to say to you concerning the BULLETIN.

BOOST FOR THE BULLETIN.

MR. FALISSE said: Gentlemen, it is very gratifying to myself as a New Yorker to see so many friends present at one of our meetings. It shows us that the I. S. A. has come, as I have said before, to New York to stay. It took root and the tree is growing. Pretty soon we will have some shade from the tree. We will be old. The older we grow the better we will be. A few months ago we didn't know what the employers thought of the I. S. A.

I wrote to our former president, Mr. William H. Morris, and asked him, "Can you get somebody to go to Saratoga and interest the Hotel Men's Association?" He said: "Sure, Jake will do that." And Jake did it. You know who Jake is. He is our National Secretary. After that came the convention of the I. S. A. here in New York. We had the honor of receiving there one afternoon the members of the H. M. M. B. A. and the hotel proprietors of New York. We got their indorsement and we felt proud about it. The question of the National Training School came up and we went ahead. The first one to indorse our work was the Kansas-Missouri Association; it was followed by the Pennsylvania Hotel Association; then came Massachusetts, then came the New York State, then came the Ohio, and then came the New York City Hotel Association. I have to tell you that in a few days we will have the endorsement of the Indiana Association, in view of the letter that you heard from Mr. Krause. The hotel men in the United States to-day are looking kindly towards the I. S. A., and I can say very safely that before long membership in the I. S. A. will be the requisite if you want to become a steward in a first class place. (Applause.)

We are publishing a monthly paper called the I. S. A. BULLETIN, as you know, and we have always been very particular in that BULLETIN. We do not accept and, because it would be against our Constitution and By-Laws, we will never accept in that BULLETIN any advertisement from dealers or other outsiders. That BULLETIN is published by the I. S. A. for the I. S. A., giving to the members information of the doings of the Association only. We hope before long that the BULLETIN will be not only in the hands of the members of the Association, but in the hands of every hotel man in the United States, of every man who employs one of us and that then everyone will know what we are doing.

To-night we had the honor and the pleasure of listening to a few remarks from Mr. Tschirky. From

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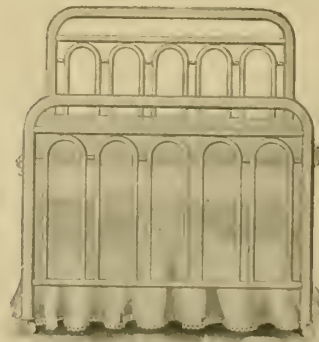
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what we know of Mr. Nies, who has held the chair of the New York State Branch before, and who is holding it to-day, further meetings are coming and the more they come the more interesting they will be. I thank you. (Applause.)

THE CHAIRMAN: An additional feature of our meeting to-night will be a demonstration on a short loin of beef prepared and cut and ready to demonstrate on by our friend here, Mr. Westbrooke; but meanwhile a word from one of our friends of the Hotel proprietors will not be amiss and I should like to hear a word from Mr. James Runciman, telling us what he thinks of the I. S. A. and otherwise.

HOTEL PROPRIETOR SPEAKS.

MR. RUNCIMAN said: Mr. Chairman and members of the I. S. A. of the United States: I think the Chairman is rather amiss in calling on me to make any remarks here to-night. I am far from being a speech-maker; on the other hand, I have been a worker. I should like to have my work show for it instead of my word. However, I feel honored in being called on here to-night before this body, all of whom to a very large extent are strangers to me. I am pleased to be with you. I am pleased to meet you as a member of the Hotel Men's Association in the work. I rose from the ranks myself, from a very menial position in the past, as my good friend Mr. Miller has said. I have known him a good many years. He has known my ups and downs in the profession, more downs than ups a good many times, but I always kept my eye on the gun and tried to make the best of the situation as it existed. I do not know that I can say very much to instruct you gentlemen, because I feel that I am somewhat of a novice and an apprentice compared with a lot of you luminous men of the profession, especially in New York City.

I came here six years ago an absolute stranger. I went shopping around and I had my own troubles, and I made up my mind in the work I was engaged in at that time, representing a Western manufacturer, from what I knew about the hotel business and my experience in the past, up to that time, that I would try a hand at the thing myself. It is not necessary for me to expatiate on my showing. That will speak for itself. I took a house way up in the woods, so to speak, four years ago, and it is not necessary for me to say anything in regard to what I have accomplished. It has been hard work. It has been up-hill, hard grinding, hard sledding, but by hard work and persistent work in getting good and responsible aids under me, and I have a very able one with me to-night, my steward, Mr. Valentine Bjorkman, a chef and steward I do not think need take second place with any one in this or any other state. I have made a complete success of the Lucerne Hotel, even if it is way up-town. As I say, I have had hard work to get the patronage I wanted; I had high ideals when I started out and I have never wavered from the ideals I started out with, and I am getting my reward now, and from this time on things will be easier and pleasanter and everything will come my way. I have made a great many improvements and it is coming every day, gradually growing, and the best people on the upper west side are our patrons, not only in the restaurant, but also in the house. I do not think you can get a higher class clientele in New York City than I have at the Lucerne, if I do say it myself.

I do not know that I can stand up here and teach you gentlemen anything in regard to service or anything along that line, because I am a student myself; but I am always willing to learn, and when I have an opportunity of listening to such a luminary in this profession as Mr. Oscar here, and a number of others, I always avail myself of the opportunity to be present and that is my reason for being here to-night.

When I got the notification through the Hotel Men's Association that this little affair was going to come off here to-night at the Marlborough, I conferred with Mr. Valentine and asked him if he would join me and come down here to-night and I can assure you it is a pleas-

ure and an honor to be here and also a greater honor to be called on here to address this meeting. As I say, I am not a speech-maker, but I thank you very much. (Applause.)

SHORT-LOIN DEMONSTRATION.

After the "big talk" a large quarter of fresh beef was dragged into the room on a platform with wheels. Mr. Westbrooke, steward at the Marlborough, undertook to show how much the hotel men, unless they were wary, were imposed upon by the butchers. He was assisted in this demonstration by President Nies. It was shown that the ideal short loin should weigh 40 pounds, although the butchers want to serve the hotels with short loins weighing 45 and 46 pounds, and that they do it unless the hotel men protest.

It was shown that the forty-pound short loin costs the hotel man from 20 to 22 cents a pound in bulk—that is \$8 to \$8.80. This short loin has to be shaved down to about sixteen pounds in order to get the choice steaks. There are from eight to nine good steaks in such a loin, it was explained—that is, steaks for which the average large hotel charges its patrons \$1.00.

Out of the loin comes one inferior, or "officers'" steak, which is served to the officials of the hotel. The balance is what is known as stock, and is used in soup, grilled bones, hash, or what-not, used in a modern hotel.

It was shown that the profit in a short loin steak is very small, not more than \$3 or \$4 at most, even when the butcher is prevented from passing off a 45-pound loin where the hotel should only have to pay for 40 pounds.

That extra five pounds, it was explained, consisted of suet and ragged ends, which a butcher, if ordered to do so, will shave off before selling. And if he does not, the hotel will be paying for something it cannot use at a profit. It was the final decision that there was no profit in steaks, chops, and prime roast beef for the hotel men.

DEALERS DON'T LIKE IT.

An echo of the short-loin demonstration comes to the St. Regis, where President Nies is steward, about every hour—at least the telephone wires in that direction have been kept hot ever since the meeting. The average plaint runs like this:

"Hello! Is this Mr. Nies?"

"Yes."

"Well, what are you fellows trying to do? Aren't you satisfied with running the I. S. A. without trying to run our business and tell us how to cut loins?"

"Ting-a-ling! Another hello."

"Say, Nies, this is the fish-man."

"Well?"

"Now that you have jumped the butchers I suppose you will jump on the fish-men next."

And so it goes *ad lib*.

MONTHLY MEETING.

At the regular meeting held at the local headquarters of the New York Branch, 128 East 28th street, Jan. 4, the following candidates were balloted for and the secretary instructed to notify them of their election: Louis Stephans, James Runciman, R. C. Wolf, R. Treibeneck, B. Bretschneider and O. Kempe.

New Yorkers were the first to get in line on the financial end of "The Hotel Employees' Technical and National Training School," and voted \$100 for a scholarship, which they want to have marked "No. 1" and then framed as a pioneer relic for the walls of their club rooms.

The Educational Committee reported that the next Educational meeting would be held at the Hotel Marlborough, Friday evening, January 15. A letter was read from Dr. H. W. Wiley, chief of the Bureau of Chemistry, accepting an invitation to address the Branch at one of their Educational meetings, and requesting the committee to keep him posted on the dates on which these meetings will be held and stated

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HANDSOME DESIGNS,
CORRECT SHAPES,
PROPER SIZES,
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SPECIAL ATTENTION GIVEN TO

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HIGH CLASS FRUITS OF
EVERY DESCRIPTION

he would notify us in advance when he expected to be with us.

The entertainment Committee reported that they were arranging to hold the third annual "Beefsteak Dinner" at the Headquarters of the Branch on Wednesday evening, January 27, at 8:30 p. m.

E. H. NEIS, President.
L. C. KLEIN, Secretary.

TRAINING SCHOOL WANTED.

Straws tell which way the wind blows, and the following letter to Secretary Jacob Miller shows what might be expected from hotel proprietors if our Hotel Employees' Technical School was now in operation:

Hotel Butterfield,

Antigo, Wis., Dec. 26.

Mr. Jacob Miller.

Dear Sir: Can you give me any information regarding a hotel training school that is now in operation?

I understand the one you are interested in has not been established. I have a son whom I wish to have a training, fitting him for the business, and do not know where to send him.

Thanking you in advance, I remain,

Very truly yours,

(MRS. W. E.) CORA E. BUTTERFIELD, Antigo, Wis.

ANOTHER INDORSEMENT.

The following letter from Brother George W. June explains itself:

Shell Oyster Bay, Indianapolis, Jan. 1.
Editor of THE BULLETIN:

Inclosed is the second indorsement the Hotel Employees' Training School, at Winona, has been favored with by the Indiana Hotel Association. Wishing you a Happy New Year and a prosperous one as well, I remain

Yours sincerely,

GEORGE W. JUNE.

The inclosure referred to in the above letter is a report of the proceedings of the Indiana Hotel Association's recent convention in Terre Haute, in which this appears: "J. Edward Krause, the retiring vice-president of the association, who is a member of the International Hotel Stewards' Association, brought to the attention of the convention the movement of the stewards' organization for the erection of a training school for hotel employees at the Technical Institute in this city. The movement was indorsed and members pledged individual assistance."

I. S. A. BUTTONS.

Members wishing to secure I. S. A. buttons can do so by sending \$1.50 to Wright-Kay Co., Detroit, Mich., who are the manufacturers of the buttons, and who will forward one immediately upon receipt of the price.

ANOTHER BUCKEYE STEWARDS' CLUB.

The Stewards of Youngstown, Ohio, have organized a temporary branch of the I. S. A., and applied to the Board of Trustees for a charter. The officers elected were J. Barker Smith, president; George M. Rupp, vice-president; Archie C. Wilson, treasurer; William J. Rupp, secretary. Board of Trustees: George A. Baker, chairman; Joseph H. Rupp, William M. Shanon and Charles C. Rupp. This makes the fourth Stewards' Club in Ohio independent of the State Branch—Cincinnati, Columbus, and Dayton being the others.

RIGHT KIND OF MANAGER.

Manager William M. Kimball, of the Hotel Worthy, Springfield, Mass., sets an example that is worthy of "The Worthy," and worthy the worthy executive of that worthy hostelry. This is the way he does things:

Springfield, Mass., Dec. 29, 1908.

Mr. Jacob Miller, Sec'y I. S. A.

Dear Sir: Inclosed find my check for \$10, to pay

the dues for my steward, William Donaldson, and myself.

Very truly yours,

WM. M. KIMBALL.

RIGHT SORT OF TALK.

If there be any I. S. A. men who gauge their membership from a selfish standpoint, let them digest the following letter—it will do them good:

Crescent News and Hotel Company,

Montgomery, Ala., Nov. 11, '09.

Mr. Jacob Miller, National Secretary, I. S. A.

Dear Sir and Brother: I wish to acknowledge receipt of my I. S. A. membership card, which reads good until December 31, 1909.

I am glad to become a member of your association, as I believe it to be an organization with a useful and noble purpose in view. I have been reading of the I. S. A. for a long time, and my object in joining was more for the good it may do others in the future than any benefit that may accrue to myself.

I wish you would kindly let me know where I can secure an I. S. A. button, so that I can equip myself as one of the honored craft.

With best wishes to yourself and all members of the I. S. A., I am

Very truly yours,

H. C. HILL.

TIME FOR THE I. S. A. AS AN ORGANIZATION TO BE HEARD—GET BUSY—TAKE A STAND.

[Following is an article in January, 1908, BULLETIN, on the Liquor question, by Jacob Miller, Manager "Carling's, Up-Town," St. Paul, Minn.]

Anent this lid agitation in particular and compulsory and prohibitory laws in general, would it be amiss to add still further to the mass of good, bad and indifferent material which has been given space in different papers?

With the profoundest respect for the opinions and convictions of the people who are at the back of this movement for a higher morality, the methods employed by them seem, in my opinion, questionable and ill-advised. In their zeal and ardor for the cause of temperance and purity they display a woeful lack of judgment and ignorance of human nature.

This movement is backed and supported by the churches generally throughout the country, and the inevitable result has followed the monopolization of the virtues by those who have delegated themselves the judges and arbiters of their fellows; all who differ with them are charged with vicious or sordid motives.

Wherever the churches have actively identified themselves with any movement for the purpose of legislating people into morality, it has descended from the high position it should hold in the community to one of dependence upon brute force for the enactment of its decrees. Wherever this coalition has taken place the cause of religion has been injured. The weapon of the church is spiritual, not physical, and just as soon as it calls upon the state to enforce its decrees it confesses its own inability to cope with questions and problems purely moral.

Are we to learn nothing from history? Is humanity destined to a repetition of its mistakes? Are the results of experience to be a repetition of the same or similar experiences?

There are people outside the churches—many of them—who have some rights in the matter, and most of them are neither better nor worse than the vast majority of church people, but just plain, average people, and yet when a plea is made for play and justice, they are inspired by sordidly selfish motives.

The question involved here is not whether the drinking of alcoholic beverages is injurious, but has a community a right to regulate its own affairs, and is public opinion of any account.

Here we have a state law in conflict with our city ordinance and public sentiment in general. This thing carried to its legitimate conclusion would lead to the

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FOR REFERENCE: See John Tell-
man of the Planters Hotel, who has
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A TYPICAL GERMAN MENU

Liederkranz Club

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O. W. GUELDEMEISTER, Superintendent

GARTEN-KONZERT

Abend-Tafel

Süsse Melone		
Radieschen	Junge Zwiebeln	Mangoes
Hühner-Pfeffer-Suppe		
Kalte Kraftbrühe		
Gefüllte Hummer		
Polnischer Schinken mit Spinat		
Gedämpfte Kalbsmilch	Frühlingsgemüse	
Kirschwasser—Gefrorenes		
Brat-Huhn, gefüllt		
Lamm-Braten mit Pfeffermünze		
Mais am Kolben	Brehbohnen	
Geröstete Kartoffeln	Brei-Kartoffeln	
Gemischter Salat		
Pflrsich mit gebackenem Eiweiss u. Schlagsahne		
Rocquefort	Sehnerkäse mit Guava	
Kaffee		

Saint Louis, 17 Juli, 1909

Herewith we publish a Banquet Menu recently
served at.....Hotel to the Travelers Associa-
tion at \$2.00 per ticket; its brevity reminded one who
attended of the Prayer offered by the Clergyman
who did not have any waste of words, simply saying:
"Let us be thankful for getting something to eat
—Amen."

Menu

Cream of Asparagus

Relishes

Whitefish a la Creole
Potatoes Parisienne

Tenderloin of Beef, Bordelaise
Peas a l'Anglaise

Strawberry Sherbet

Chicken Salad

Neapolitaine Ice Cream

Cakes

Cheese

Coffee

Apollinaris

nullification of all local government and end in the most abject form of despotism.

It is by such methods as are being employed at present on the pretext of social betterment that our liberties are undermined and finally destroyed. If the church had any message for this age it would not need to stoop to the methods of the ward politician.

There are questions to be solved, social sores to cure. Let our saviors and exemplars first extract the beam from their own eyes before they pluck the mote from their weaker brothers'.

Now is the proper time for the I. S. A. to come to the front and offer our support to hotel and restaurant proprietors and voice our sentiments in favor of the man who has his money invested in a legitimate business and to be allowed to care for his guests and patrons as the traveling public wishes to be catered to. Admitting that over-indulgence of liquor is a great evil, the question for all good citizens to consider is: "How shall the traffic in liquor be controlled so as to make that traffic as harmless as possible?" That its sale cannot be prohibited, the history of every community that ever attempted it conclusively proves, hence reasonable regulations and enforceable restrictions appeal to me as being the best means to take in order to bring about the desired result.

What are reasonable regulations is a matter that should be decided either by a referendum vote of our citizens or by our duly elected representatives in the city council.

JACOB MILLER,
Secretary I. S. A.

FELLOW CRAFTSMEN.

BY O. W. GUELDEMEISTER.

The Advantages of an Association.

A prospective candidate for membership in any trade organization will naturally first ask, "What can I get out of it?" and as it is a trade organization the question of finance or the betterment of his position in his adopted trade or profession will be the first that occurs to him.

All intelligent men know that professional jealousy is the most short-sighted policy, individually and collectively, that the single member of a profession, as well as the profession at large, can only profit by the friendly interchange of ideas and of results of tests under different conditions.

The management of modern catering establishments, be they restaurants, railroads, steamships, clubs, outside catering establishments, with traveling outfits, is so complex that no man dare ever hope or assert that his experience covers the whole field, or in other words, that "he knows it all."

In this age of specialization of labor every profession brings forth its eminent specialists.

But no profession can ever boast of having comprised in its confines so many specialists as that of the modern steward.

By the word steward, I mean the manager of any entire catering establishment, no matter what his title may be within his own premises.

It would be a hopeless task to try to enumerate all or even part of the stewarding specialists.

There is a specialist for the inn, the tavern, the road-house, the modern hotel, with its complicated service of different kinds; the ordinary every-day hotel, the American hotel, with its three meals a day, with just so much head money; the moderate restaurants (composite American-French), the purely American restaurant, the chop house, the exalted German with its savory cooking; the dairy restaurant, the Italian, the Greek, the Spanish; yea, even the Chinese and Japanese specialists with their garlic, peppers, birds-nests, eggs of ancient vintage and live fish. The public caterers who handle nothing but large affairs, with their service a la Russe, a la Francaise, l'Ancienne, and the composite of to-day, a la Moderne.

The sanitarium, the hospital, even the prison, must have its specially educated stewards. The railroads,

with their catering in dining cars, table d'hote and a la carte, buffet cars, café cars and private excursion cars; steamboats that carry thousands of passengers, from the most exquisite gourmet to the poorer steerage passenger, who subsists on salt horse and beans. The army and navy, with their varieties, from the generals' and admirals' well-appointed tables to the feeding of the masses of soldiers and jackies.

The clubs, with their special cooking, for each member. The catering to guests who, coming from South Africa, expect to find their own beloved "Leibgericht" in North America.

This gives us a small idea of what specialists the profession of steward can and does produce. Now, how are all these specialists produced? Out of what material are stewards made? Some stewards are born just like musical prodigies, but even they must needs learn. But most all of us have to travel by the narrow and rocky path of studious application, ever watchful observation, study of human character, acquisition of the power to command men, and above all by that business honesty which entitles a man to the respect of his fellowmen.

It is no small burden to feel that the proprietor of an establishment puts the best part of the success of his undertaking into the keeping of the knowledge, capacity and integrity of his steward. And the steward who is ever conscious of that fact is apt to justify that confidence. I do not doubt that many are the sleepless nights that careless and incapable, not to say dishonest, stewards have furnished to the hotel proprietors and owners of eating establishments of this and other countries.

But in that millennium which we all expect we hope to do away with that affliction.

As the road to success in our profession is hard and rocky, it is still not dull, but rather full of excitement, and it is no wonder so many undertake to travel that way. And they start from any conceivable point. Some few, by papa's command from above, are put in the storeroom and to marketing, even if there is no need for them to work for wages; but that they should learn enough of the business so they may later manage it. And they turn out many creditable managers in that way.

Across the water, in the old country, the business is generally thoroughly apprenticed, and some of our ablest teachers have come from there. But the general ranks of the army of stewards are filled by recruits from the clerks' desks, the range, the dining room, the pantry, the wine cellar, the bell boys' bench, and quite a number from outside professions. I have seen sleeping car conductors appointed dining car stewards; in fact years ago most of them were appointed that way.

And some of them adapted themselves very creditably to the business and became restaurant managers and club stewards with success, even hotel proprietors.

The man that enlists before the mast is by some chance thrown into the galley or cabin, and years after we see him steward of one of the ocean greyhounds.

Young lawyers and auditors become connected with a hotel or restaurant by way of receivership, study the business, put it on its feet again and blossom forth as managers and stewards.

Now, all these men have acquired variegated knowledge, gathered experience which none of their fellow members in the same profession possess. What could be more mutually helpful than if some of these specialists would get the habit of comparing notes from time to time?

We may have three establishments on the same block, each employing an experienced steward, but each requiring a steward with a different specific knowledge.

The knowledge of a man who puts his experience on the market of labor is his working capital; his integrity is the foundation upon which his employer builds his trust.

The man who widens his knowledge is the man that increases his capital, thereby enabling himself to draw larger interest. This knowledge cannot all be acquired by books; it must be fastened into the memory by



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CROCHET FRILLS
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HEIDE'S ALMOND PASTE
MARRON'S
FRENCH FRUIT GLACE
COLORING
FLAVORING EXTRACTS
GUM ARABIC
EGG ALBUMEN
ICE CREAM MOULDS
RUBBER AND PANTRY BAGS

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THE ORIGINAL AND ONLY GENUINE

Horlick's Malted Milk

A delicious food-drink—nourish-
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—is ready at any moment by stirring
the powder in hot or cold water.

It is pure, rich milk, combined with
all the nutrition of choice malted
grain, reduced to powder form.

We will be glad to send samples,
and full information for serving; also
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Horlick's Malted Milk Company

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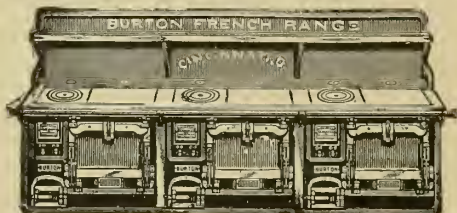
American Beauty Brand

**Hams, Breakfast
Bacon and Lard**

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Butchers Packing Co.

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KITCHEN **BURTON** STEEL
OUTFITS RANGES
FOR
HOTELS CLUBS RESTAURANTS AND INSTITUTIONS

**Burton Compartment
Steamer** Best in the World

The Burton Range Co.

317 Walnut St.
25 East Baker St.
Cincinnati, - Ohio

actual work and broadened by contact with fellow men with the same purpose and endeavor.

Community of Interests Makes Associations.

The association of men with a common interest for the noble purpose of improving each other's learning and thereby benefiting their employers and those whom they cater to, is the highest outgrowth of dignified pride in the labor a man has staked out for himself to accomplish.

A man must be proud of his work in order to associate himself with those in the same condition of life, whether high up or on the first step of the ladder.

Learning in our profession never ends, and competition brings forth novelties every day, so we must find means of keeping our eyes upon the progress made within our ranks, and can we do that better than by joining hands and meeting each other in a friendly and open-hearted way?

We must meet on common grounds, possibly in rooms of our own, and where the member may come and go as he pleases, where the out-of-town man may make his headquarters, within the business center, where a member may while away a leisure hour between times of labor, where friends may sit around the hearthstone and talk shop or otherwise.

You will find that in a short time you will walk forth better men by the interest you take in your brother's story of weal or woe, that you better understand and respect your fellow steward even if he does not cater to such a tip-top establishment as you do, that you find pleasure in letting spout the fountains of your wisdom to slacken the thirst for knowledge of the young, but intelligent, beginner.

You will learn that out of a little of yielding wax you will be able to fashion a beautiful rose, and you will have the pleasure of seeing how a very small potato will in time fill a bushel measure to the overflowing if properly cultivated.

But most of all, you will thereby enrich yourself, broaden your knowledge, deepen your wisdom, gain new ideas, and thereby you will increase your working capital, enabling you to draw larger interest therefrom.

Yours fraternally,

O. W. GUELDEMEISTER.

WHAT GOOD IS IT?

This question has been put time and again by men when asked to join the I. S. A. In response to a query from the editor of the Philadelphia Hotel and Club News, President Morris replied, which is here reproduced for the information of those wishing to know.

"WHAT GOOD IS IT?"

President Morris on the Advantages of Membership in the I. S. A.

To the Editor:

In response to the query, "What good is there in being a member of the I. S. A.?" I would say the answer is wide and far-reaching, and, in the limited space and time at my disposal, I cannot now deal with the subject as fully as I would like to do. Doubtless some of the members do not seem to clearly feel what membership of the organization fully signifies. The good of being a member at the present time is in using individual effort, energy and intelligence to band together the best stewards of the country, forming a good and solid association whereby our influence for the betterment of conditions may be felt and appreciated throughout hoteldom.

The members of to-day are not reaping any particular benefit from the I. S. A., beyond the self-evident fact that they are working to establish an organization which, in the end, will be of substantial and lasting advantage to each and all, individually and collectively. To-day we are working with great earnestness and energy toward one end—organization. After we have perfected our organization and are

satisfied that every member is in good standing, not only with the I. S. A., but with hoteldom generally, then we must reach out to advance the standard of that membership by increasing the instructive facilities of the profession by establishing training schools, schools of cookery, etc., of which happy thought Secretary Jacob Miller was the originator. By such means membership in the I. S. A. will mean much, enabling us, through co-operation, to obtain the best help in the country, and making us influential enough to secure for a member in good standing a position at any time in preference to a non-member.

To bring all this about requires much work on the part of the officers and harmony and unity of purpose among the members. But, remembering our motto, "I Shall Accomplish!" we will achieve the desired result finally. Then we can say with truthfulness to the inquiry, "What good is it?"—every good! To-day the good is in working for these results, and they are ideals that can be reached. In the next few months the International Stewards' Bulletin will take up these lines of thought, so that all members of the I. S. A. may realize the responsibility resting upon them to individually strive to make the Association a standard of fraternal excellence.

With kind regards to yourself, and greetings to the members of the Pennsylvania Branch, I beg to remain,

Very truly yours,

W. H. MORRIS.

Hotels, Cafes and Restaurants will no doubt be glad to know that they can now serve broiled steaks, chops, ham, bacon, fish and fowl without being compelled to maintain an extra expensive charcoal broiler.

Your attention is called to the "Ad" of the ROSS BROILER COMPANY in this issue. The ROSS is a GOOD BROILER and supplies something that has been needed for a long time. It is practical and economical and does the work beautifully.

Mathew Ruhl, Chef of the Laclede Hotel, St. Louis, Mo., writes as follows:

"We have been using the ROSS BROILER in the kitchen of the Laclede Hotel for the past four weeks and find it satisfactory in every way. We saved \$11.00 on charcoal in four weeks. The more you use the ROSS BROILER the better you will like it. You can broil anything on the ROSS BROILER that you can broil on a charcoal broiler and do it quicker and get better results."

(From "Food & Cookery.")

THE IMPORTANCE OF DINING.

We cannot lose sight of the fact that art is of immense importance in the well-being of humanity, for there is a vast difference between feeding and dining. You may keep the body going by supplying a few tabloids, but to maintain mental and physical vigor, palate and eye, and the stomach's craving for some bulk, must be satisfied. There is no gainsaying the importance of dining. As Lord Derby said, when recently opening a school of domestic science at Preston, there is more satisfaction to be got out of eating a good dinner than listening to an indifferent pianist, and certainly the cook pleases better, and proves a better physician, than the chemist so far. The fact is, we are not automats, or mere animated chemical

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vats, to be dosed and allowed, irrespective of idiosyncrasies. Speaking of automatism reminds me that an improvement on the digestion-destroying "quick-lunch" system is about to be introduced. It is a modification of the automatic restaurant idea. The new machine has glass-protected safes, wherein dainty shilling lunches are set out. It is only necessary to pop in a shilling into the right slot, turn a handle to receive the luncheon of your choice, which you may consume at your leisure. It may conceivably have its uses in some situations, but is scarcely likely to prove a dangerous rival of the comfortable restaurant.

COMFORT IN COUNTRY INNS.

Writing of comfortable restaurants reminds me of an interesting article which lately appeared in the *Field*. Our contemporary compares British and Continental country inns, to the disadvantage of the former. It is quite true that in the majority of the places at home the traveler can rarely obtain anything more than cold meats, more often nothing but bread and cheese; while in a French, German or Swiss inn an impromptu meal of soup, fish, stew or fowl, omelette, fruit, cheese and coffee can always be relied upon. But the astonishing thing to the Briton is that such delightful little *déjeuners* can be obtained in mountainous districts, quite out of the tourist track, say in the wilds of the Maritime Alps and Corsica. However, as the *Field* justly says, the cyclist and the motorist are inducing a change to come over the British countryside inn. There are growing signs of attempts to overcome catering difficulties in our country hostleries. Of course, it would be unwise to expect *la haute cuisine*, or for the innkeeper to dream of supplying it, but good plain cookery, with some variety, should be possible.

ON MEAT.

After all the dispute between butchers and farmers is likely to be settled by a compromise. Although the National Federation of Meat Traders' Associations diplomatically attempted to pose as defenders of the public welfare, the real question was, and is, upon whom the burden imposed by legislation for the prevention of sale of unsound meat should fall. Neither butcher nor grazier care to sustain the loss, hence the cry of the former for warranties, and the objection of the latter to grant them. It is only fair to point out that warranties in this matter are difficult things, for many a beast will pass muster on the hoof and yet be condemned when slaughtered and partly dressed. Now, it is not an easy matter to devise means for identification of carcasses. Hence the *modus vivendi* adopted for London, and spreading to the provinces, of insuring against loss (a course advocated in these columns), seems the best and most equitable solution. Perhaps, in order to encourage agriculture, but mainly in the interests of public health, the taxpayer might be made to bear part of the expense of insurance, but such relief should be only fractional; a genuine trade loss should be borne by the traders, otherwise carelessness and fraud would result.

PROFIT SHARING.

Co-operation pure and simple does not seem feasible. We have heard much about it in connection with catering from time to time, but successes are not apparent. On the other hand, profit sharing leaves a great amount of uncertainty. And then, human nature being what it is, ideas as to what share of profits should fall to individuals differ singularly. We are all apt to have an exaggerated idea of our own peculiar merits, hence grounds for grumbling. Take the instance of a hotel-keeper, who, having made a muddle of his affairs, wished to sell his business. He met with a capable man, who said he had too little available capital to buy out, but suggested a partnership. With his money, his energy, keen management and general smartness, the hotel was made a splendid success. Then the old partner grumbled that he had to divide the £10,000 or £12,000 profit, arguing that he would have done better to have borrowed money to carry on the business. He overlooked the fact that

nobody would have been willing to lend, and that success had come, not so much from the new capital, as from the new man. However, the system advocated by Sir Christopher certainly deserves due consideration.

TO SUP OR NOT TO SUP?

Suppers on a rather lavish scale are once more coming into fashion, and quite a number of new restaurants in the theater zone have made after-performance suppers a special feature of their catering. Of course, many croakers are pointing out the danger of supping late. It is true enough that at the present day fashion and laws conspire against both cook and gourmet. Theaters open too late, and licensed premises have to close too soon to enable full justice to be done to an elaborate repast with safety. A hot supper of several courses, and with wine, demands a certain amount of leisure and subsequent repose. If theater-goers remain until the curtain is rung down they should content themselves with light, dainty suppers, taking the precaution of dining well rather earlier in the evening. For those who live far from the theater center, and have to hurry off to catch trains, and so on, undoubtedly the best plan is to indulge in a light, dainty, home supper, prepared with the aid of the chafing dish. That method of cooking is, indeed, the ideal for the preparation of little dishes for the breakfast and supper. In clever hands it will turn out just the sort of meal required on such occasions, and it certainly adds to the enjoyments of the evening, and can be made to conduce to health.

THE IDEAL COOK.

Years change and we change with them, but perhaps in nothing is change more apparent than in the management of the home. It is interesting to a student of current journalism of the domestic variety, to read the advice given to distressed mistresses concerning the management of their servants, and to note the differences between the present state of affairs and those of about a century ago.

In an old book in the present writer's possession, known as "The Ladies' Library," or "Encyclopedia of Female Knowledge in every Branch of Domestic Economy" (1790), there is an article of several pages, under the heading "Cook," which sets forth the various duties of that servant, and gives hints of a more or less useful character. At the present day we are rather apt to lament the lapses of present-day servants, and to cry out regretfully for the old-fashioned type of domestic, forgetful of the saying "Like mistress like maid." If a mistress cannot devote herself wholeheartedly to home and family, how can devotion be expected of a hireling, whose call of duty is less strong, and who lacks even the force of example?

It is a characteristic of human nature to "sigh for what is not," and, perhaps, our ideas of the old-fashioned servants result from the clarifying influence of time, which tends to eliminate weaknesses and bring good points into a stronger light. The chapter on "Cooks" referred to above is of interest as showing that in the good old times even cooks were not perfect. "An honest, sober, frugal cook is a desirable acquisition," says the book, a statement which is as true to-day as when the words were written. We read, "Cooks are in general great lovers of the poker, for which reason a very heavy one is the best preservative both of the fire and itself." Here again, is something which changeth not. Reading, writing, and a little arithmetic seem to have been desirable, and yet there are some people of the present day who impute the whole problem of the scarcity of domestic servants to the fact that girls in a humble walk of life are taught reading, writing and a little arithmetic.

Evidently a high standard was set up, but it is impossible at this distance of time to say whether servants lived up to the statement, "No person will presume to hire themselves, nor will any mistress of a family accept a servant of this class, who wants to be shown the necessity of keeping clean her saucepans and cop-

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pers, or to be told that she should not scrape their bottoms with a silver spoon."

Doubtless incapables sometimes obtained situations, but when mistresses looked more to the ways of their households they could not have preponderated as at the present time, when households are delivered over to the care of untaught and untrained servants.

The general duties of a cook of a century ago were comprised under the following heads, which certainly impress one as a curious mixture of the essential and the trivial. "To keep herself very clean, and not to take snuff. Never to let tin ware rust; to be careful of silver saucepans, and not to bruise her copper vessels. To keep her pewter bright, her spits and jack always clean, as also her candle and salt boxes; the chimney also should be attended to. To be guarded against cats, dogs, and flies; to attend to salted provisions, and such cold provisions as are put away, to keep them cool; and if carried to table a second time to let them be handsomely cut with a clean knife, and the prime parts left. She ought not to be anxious after the young men, nor fond of dainties and strong liquors; and she will have too much honesty to give away or destroy her master's property."

This word picture of the ideal cook is followed by certain instructions, which should have helped her to live up to the expectations formed of her. There is a time-table for the cooking of various meals and poultry, with the injunction, "Thus, supposing dinner is to be got ready against a certain time, and you have any of the following dishes to dress; take care your fire is in good order, and put them into the pot, or on the spit, according to the time they will take up." Then follow a few hints on the subject of meat, showing from what part of the animal the various joints are taken, for, as the book says, persons are apt to forget or mistake them." After that come a few hints on serving the dinner in the event of the housekeeper's absence, also directions for the proper serving of "sauce, gravy, pickles, salads, or greens, answerable to the season of the year or nature of the meat." The concluding paragraph deserves to be quoted at length, for it should be the golden rule in every household; "As a piece of economy, it is the duty also of a cook when they serve up dinners, for instance, with boiled turbot or soles roasted sweetbreads, fowls, turkeys, woodcocks, partridges, etc., that if they are not used at table to save them as they will be serviceable to make neat little dishes for supper, or dinner the next day."

Assuming that the cooks of a century and more ago were the perfect treasures they are supposed to have been, let us try to account for the various points of superiority over the present-day maids. It seems strange that in an age when so few servants could read there should have been such a large supply of cookery books. The eighteenth century was particularly productive of cookery books, and although there is a remarkable sameness about them, through an utter disregard of a right of copy, still they were produced. There is always some relation between supply and demand, and if servants could not read the cookery books, for what purpose were they published? Undoubtedly the housewife of the period read them and studied them. The present writer has one such, bound in smooth calf, and inscribed on the fly-leaf, in a bold hand, with the words, "Mary Burr, her Book, being the Gift of her Husband, John Burr, 1722," and she often pictures the young wife being presented with the book by a somewhat elderly husband who has learnt to appreciate the comforts of life, and wishes his house to be a model home. The mistresses of those days were presumably better educated than their maids. (In fact, their intellectual powers must have been of a high order if they were able to grasp the meaning of the vague and indefinite instructions which were given in the cookery-books of that period.) The knowledge gained by the mistresses was handed down to those who could not read for themselves, and in such a form as to be easily understood by them. In another old cookery-book in the writer's possession

the frontispiece is a woodcut representing a kitchen of the period, and underneath is the explanation, "A lady presenting her servant with the 'Universal Family Cook,' who, diffident of her own knowledge, has recourse to that work for information. On the right hand a person instructing a young man in the art of carving by referring (*sic*) to a print on that subject," etc., etc. The instruction imparted was not the only good result of this intercourse between mistress and maid. It brought them into more intimate and personal contact, it gave the mistress the right of supervising without any appearance of interference, it formed a bond of sympathy between mistress and maid, and established the mistress in her rightful position by the respect which she won on account of her superior knowledge.

Nowadays an illiterate servant is the exception, and not the rule, and to pass on simple book knowledge to a maid would be deemed by her an insult. The general elementary education among the poorer classes has been progressing concurrently with improved education of the more wealthy classes, so that there still exists a like disparity between the mental attainments and culture in the kitchen and drawing-room respectively. Now that servants can read for themselves they can dispense with such instruction as was formerly given by mistresses, but something must take its place if they are to win the honor and favor accorded to servants of old. Kitchen science has been progressing at a rate which corresponds with the progress in elementary and higher education. No longer can a cook worthy of the name follow such instruction as that given by the celebrated Mrs. Glasse, who directs that meat to be boiled should be placed in cold water "to draw out the filth," which is to be removed as scum. Chemistry and physics have improved cookery methods, and in everything which is carried on in a well ordered kitchen the influence of science has made itself felt. Some attempt is made to teach science in elementary schools, but in many cases the "ologies" are taught from text-books, and not by means of observation and experiment.

In the study and practice of science, girls of the middle and upper classes have the advantage over their poorer sisters, for they are prepared for the work by a better general education; they are not handicapped by the necessity of an active participation in home affairs, and they are able to continue their school course to an age when the mind has expanded, and is in a more receptive and retentive condition than the age at which a young servant finds herself working for her living.

It is true that a certain reaction has set in in favor of domestic work, but those of the upper and middle classes who follow it look upon it as an art rather than a science. Exhibits at ladies' Art Clubs and advertisements in ladies' papers show that a goodly number of ladies are experts in the art of making cakes and sweetmeats. No matter how tasty and toothsome such dainties may be, they are not staple food, and there are other forms of cookery which tend more to the health and well-being of the family. Many high schools are now realizing the importance of teaching domestic economy, based on experimental science, so that the benefits of the mental training by means of science are augmented by knowledge of practical utility. Such instruction is a branch of science which deserves special encouragement, for unless the mistress is ahead of her servants in knowledge of domestic affairs, her position can be but nominal, for the real mistress will be in the kitchen. Ruskin says, "The end of all right education for a woman is to make her love her home better than any other place." A sound and scientific knowledge of domestic economy will teach a woman the power she can wield as the fairy god-mother of the home, it will make her love her home and keep her so devoted to its interests that the servants of the future will be as valued a feature of home life as those of a past generation.—M. W. in *Food & Cookery*.

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Quotations upon application.
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SWEET DISHES FROM TOMATOES.

Both green and ripe tomatoes, if carefully sweetened and flavored, make delicious sweet dishes, and although seldom met with in this connection at English tables are a good deal used for the purpose in America.

STEAMED TOMATO PUDDING.

Put 12 oz. of flour into a basin with a good pinch of salt, and with a knife work into it rather more than $1\frac{1}{2}$ teacupfuls of cold water; in fact, just enough to make it into a soft dough. Roll it out fairly thin, distribute 2 oz. of butter broken into small knobs over the surface, dredge lightly with flour, fold the ends over the middle, roll out again, place another 2 oz. of butter over it, dredge and double the paste once more, and roll out to the usual thickness for a suet crust. Another ounce of butter may, if wished, be used to enrich the paste, which is, however, sufficiently good for all ordinary purposes. Grease a basin with butter, line it with the paste; put in as many ripe tomatoes, previously peeled and cut in pieces, as will half-fill it, add from 4 oz. to 5 oz. of brown moist sugar, the strained juice of a large lemon, about three-parts of the finely grated rind and a little grated nutmeg. Fill up with tomatoes, cover with crust, twist a greased paper over the mouth of the basin, and steam for three hours. Serve hot, turned out on to a well heated dish, and send cream and sugar with the pudding to table. If liked, a plain suet crust can be substituted for the butter crust, for which directions are given, while, if more convenient, green tomatoes can be used instead of ripe, a slight increase being advisable in the quantity of sweetening.

SPICED TOMATO TART.

Rub 4 oz. of butter into double its weight of flour, add a good pinch of salt, 4 oz. of castor sugar, and a delicate flavoring of powdered cinnamon or nutmeg, or a judicious blend of both. Work to a suitable consistency with a couple of well whisked eggs, and roll out. Fill a tart dish with tomatoes peeled and cut in pieces, layer them with sugar and the finely grated rind of a lemon, sprinkling the strained juice of the fruit well amongst them. Roof in with the spice crust, bake in a fairly quick oven, and serve either hot or cold with cream or custard. Of course, if preferred, puff paste or short crust can be substituted for the above, but the result is less uncommon.

STEW OF GREEN TOMATOES.

To every 1 lb. of tomatoes allow 8 oz. of sugar, $\frac{1}{4}$ pint of water, and the strained juice of a third of a lemon, and, if liked, a grate of nutmeg. Cut the tomatoes in halves, put them with the sugar, water and lemon juice into an enamel-lined stew-pan, and let them cook slowly till quite tender. Color if desired, and serve cold, either as an accompaniment to moulds of whole rice, rice-flour or corn-flour (which look particularly well if turned out as a border to the stewed fruit), or if preferred arrange the tomatoes in a glass dish, and pile sweetened and flavored whipped cream or egg snow over them.

WELCOME SUMMER DRINKS.

"Home-made Beverages and American Drinks," by M. E. Steedman, coming at this season, should be particularly welcome. It offers a very large variety of refreshing drinks, which will commend themselves to many. The directions, too, are given very plainly. There are a quantity of home-made beverages suitable for the store cupboard, which are easy to make, and are very fascinating nowadays, when housekeepers are once again beginning to pride themselves on the specialties of their store cupboard. There are also a large number of liquors and fruit syrups given, and at the end some very delicious and insidious American drinks. It is distinctly a book that every housekeeper should possess, especially as it is very moderate in price.—*The Queen*.

AIGUILLES AU PARMESAN.

Put a little more than $\frac{1}{4}$ pint of milk in a stew-pan, with a piece of butter the size of a walnut, salt and

cayenne; put it on the stove. When boiling, add as much flour as will make it into a stiff paste, like panade; beat well, then add two whole eggs and 1 oz. of grated Parmesan cheese. Let the mixture stand till cold, then rub it through a colander into hot lard; fry till crisp and of a golden color, sprinkle over grated cheese. The dish should look like tiny white-bait.

THE STAFF OF LIFE.

The history of breadmaking stretches far back into the dim ages of a prehistoric past. Even in the Stone Age traces have been discovered of primitive bread-making, which, in its early beginnings, consisted merely of the soaking of grain in water, subjecting it to pressure, and then drying it by natural or artificial heat.

By the time Egypt rose into civilization she had converted breadmaking into a fine art. The Egyptians baked cakes and loaves of many varieties and shapes. They were acquainted with numerous kinds of flour, and were skillful in mixing certain aromatic flavorings with the dough. The secret of leaven has always been specially associated with the Egyptians, a secret which later was communicated to the Greeks, and from them passed on to the Romans, who spread the invention everywhere during their many campaigns.

No less than sixty-two varieties of bread were known to the ancient Greeks. Classic authors at various periods frequently give minute descriptions of them in their works. Pliny, to whom we are so often indebted for illumination concerning the manners and customs of the ancient Romans, says that professional bakers were first introduced at the close of the Macedonian War and that their trade speedily became fashioned into a mighty guild, to which special privileges were attached. Bakeries and granaries—for Roman bakers did their own grinding—were built in every town. The baking trade was put upon a public basis, and no private enterprises encouraged or allowed.

From thence onwards breadmaking enjoyed a special protection, especially during the Middle Ages, when the baker's calling was considered to be so closely allied to public interests as to be put under strict regulations and supervision. Some of these regulations are in force at the present, as, for example, an English Act of Parliament passed in 1266 regulating the price of bread by a public assize, was still operating in 1836.

Wheaten flour is most usually employed in the breadmaking of a modern civilization, but in mediæval times wheat was an unknown luxury to the poor. The diet of the working classes during the Middle Ages has nowhere been described so graphically as in Langland's "Vision of Piers the Plowman," when, midway in the poem, the grim shape of Hunger refuses to be appeased:—

"I've no penny," quoth Piers, "young pullets to buy,
Nor bacon nor geese; only two green cheeses,
Some curds and some cream, and an oaten cake,
Two bean loaves with bran, just baked for my children."

Other references in the poem show how thankful the poor were to eat the coarse bread baked for the bounds and horses when their own supply ran short.

A little further on, in the same poem, a brief period of worldly prosperity occurs, when the importunate Hunger sleeps for a while, and the peasants run riot in luxury.

"Then would Waster (spendthrift) not work, but
would wander about;
Nor beggar eat bread wherein beans had a part,
But flour of the finest, and wheat of the whitest;
Nor halfpenny-ale would in any wise drink,
But the best and the brownest the borough could
sell."

Even now, in the northern countries of Europe and Asia, where the art of breadmaking took a much longer time to penetrate, wheaten loaves are seldom used except by the higher classes.

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The popularity of wheaten flour is no doubt largely due to the mechanical structure of the gluten, or flesh-forming part of the wheat, a structure greatly affecting the quality of the ensuing fermentation, as will be seen presently. The various ingredients of the wheat grain, however, vary considerably with soil and climate. The further south wheat is grown, as a rule, the more nitrogenous it becomes. Agriculturists are acquainted with several hundred varieties, but in commerce two species only are dealt with—the hard and soft wheats—viz., those which contain most nitrogen and those which contain most starch.

Wheat requires for its successful cultivation a mean temperature of at least 55 deg. F. for three or four months of the year. This is why the wheat grown in the eastern parts of Great Britain, where the climate is comparatively dry, is superior to that grown in the west, where the sky is more cloudy and the climate more moist. The English are the largest grain eaters in the world, but unfortunately, we are obliged to import nearly five-sevenths of our annual consumption, which is estimated at about 6 bushels per head. Canada and the Argentine furnish us with our chief supplies, and keen-sighted business men are already fixing their eyes upon the growing possibilities of China and Siberia as sources of wheat supply in the future.

This annual importation of foreign wheat is the more keenly to be regretted, since England undoubtedly possesses "the finest wheat lands in the world," for the Britisher, owing to his improved methods of agriculture, can grow more bushels to the acre than any other farmer known.

The origin of leaven is practically unknown, except that it is believed to have had its rise in Egypt. A story is told of a slave who accidentally kept back some portion of his master's dough, and who discovered his error a few days later. Fearing the severity of the overseer, he hurriedly incorporated the stale dough with the new batch he was making, when, lo! and behold, the huge mass began rising as if suddenly inflated with air! The overseer fetched in the master in his astonishment. The slave was questioned, and confessed, all in fear and trembling with his face upon the ground. But, instead of stripes, he was bidden rise, and was loaded with compliments, and ordered for the future to incorporate in each day's breadmaking some portion of stale dough.

It is difficult to say whether this story bears any authenticity; but one thing is certain, that leaven, the most primitive of ferments, was used for centuries without any very clear idea of either its nature or its working effects. It is still largely used on the Continent, especially where no breweries are found; also in remote country districts and in our colonies abroad. Readers of that most fascinating of books, "The Magnetic North," will recollect how the old-timer, or "sour-dough," as such men were significantly named, advised his friends newly arrived in the country:—

No one can live and work on baking powder * * * I tell you, a lump of sour dough, kept over to raise the next batch, is worth more in this country than a pocket full of gold."

But, as the world progressed in knowledge, the drawbacks of using leaven became increasingly evident as time went on. It was apparently impossible to regulate the degree of fermentative activity in the leaven, so that the stale dough was frequently bitter, and spoilt the batch when baked.

Yeast, therefore, was the next great discovery, and still remains in force. France claims to have been the first to use it, but its employment is now general in all except remote parts. German yeast, as it is usually termed nowadays, is in reality barm which has been subjected to frequent washing, and then dried and pressed into cakes. The home-made yeast, used by some bakers and in colonial life, consists of a mixture of potatoes, flour, hops and water, its effect being the same as that of the dried yeast.

The action of yeast is probably well known to most people. The gluten or flesh-forming part of the flour is the fermenting agent in the first instance. It is roused into activity by contact with a glutinous body, such as leaven or yeast, which is already in an active condition. The yeast feeds upon the starchy portion of the flour, and in feeding changes its nature into sugar and dextrin, which eventually produce some alcohol and a good deal of gas.

Though most of this alcohol, created during bread-making, is driven off by the heat of the oven when the loaves are baked, some slight function remains behind in the loaf. In 1858 the amount of alcohol evaporated during breadmaking in London bakehouses was estimated at 300,000 gallons of spirits if the fumes could have been distilled. An ingenious attempt was made to collect and condense this alcohol, but failed, owing to the injurious effect of the experiment upon the bread itself.

The gas generated by the action of yeast or leaven likewise seeks to escape, but, being less volatile than the alcohol, is caught and imprisoned in the dough. The mechanical structure of wheat gluten, as has been mentioned, appears to hold the gas far more tenaciously than the meal of other grains. Bread made from wheaten flour has, therefore, a more raised appearance, and is lighter and more spongy in texture than bread made from barley, oats or rye, though otherwise there is very little difference of nutrition between the various grains. In brown bread the bran interferes with the usual tenacious quality of wheaten flour, so that it never rises so much as white bread. Various baking-powders are largely used in "whole meal" breadmaking, since the usual fermentation is liable to become sour.

Baking powders, of which the chief constituents are acids and alkalies, are used in the making of fancy breads. A form of ammonium carbonate is employed in the preparation of rusks, gingerbread and other light articles, and has this advantage, that both the ammonia and the gas generated by its action escape, leaving no residue. The usual acid and alkali employed in household baking are tartaric acid and carbonate of soda.—D. M. Ford, L. C. A., in *Food & Cookery*.

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Escalopes de Turbot Dauphine.

Filets de Sole à la Mayonnaise (cold).

Cressanes de Homard, Américaine.

Zéphires de Foie Gras à la Suprême.

Timbales de Ris d'Agneau, Princesse.

Tomatoes farcies à l'Aspic.

Salade Norge.

Soufflé de Chocolat à la Kohler.

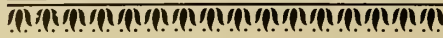
ESCALOPES DE TURBOT A LA DAUPHINE.

About 2½ lbs. turbot, 1 table-spoonful cream, sauce crevisses, 1 glass sauterne, ½ gill béchamel, sauce, butter, 1 egg, purée of potatoes, seasoning.

Free the fish from skin and bones, cut 8 or 9 even-sized escalopes, oval or round, pare them neatly, and place them in a buttered sauté pan with a small glass of sauterne wine; season with pepper, salt, and lemon juice, and cover with a piece of buttered paper.

Pound the trimmings, previously freed from skin, etc., in a mortar till smooth, add the white of an egg and enough béchamel (well reduced) to form a farce of desirable consistency, add also a little cream, and rub the whole through a fine sieve. Poach the escalopes in a fairly heated oven for 10 minutes, then take up and cover with the prepared farce. Place each as done on a buttered baking-sheet, and bake in a hot oven for 10 minutes longer. Have ready some well seasoned prawn or crayfish sauce, incorporate the liquor in which the fish was cooked. If there is any fish farce left over make and poach in a few small quenelles for garnish. Have ready a hot dish with a border of potato purée neatly decorated, place the escalopes of turbot on top. Sauce over very carefully, and garnish with the fish quenelles if such have been made. Serve hot.

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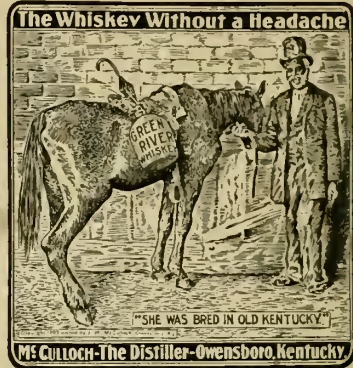
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SAUCE AUX ECREVISSES.

Twelve prawns (heads), 1 oz. butter, juice of $\frac{1}{2}$ lemon, 1 dessert-spoonful meat glaze, $\frac{1}{2}$ pint velouté or béchamel sauce, $\frac{1}{2}$ oz. lobster coral or 1 oz. lobster butter, $\frac{1}{2}$ gill mushroom liquor, salt, pepper and nutmeg.

Reduce the sauce with the mushroom liquor, season with salt, pepper and a pinch of grated nutmeg, add the lemon juice, and whisk in the butter and lobster coral (the latter finely chopped). Strain through a tammy cloth or fine strainer, return to the stewpan, stir in the meat glaze, and keep hot in the bain-marie until required for serving. Cut the prawn heads into quarters and place in the sauce a few minutes before serving.

FILETS DE SOLES A LA MAYONNAISE.

(Cold Fish Entrée.)

Two soles, $\frac{1}{2}$ pint mayonnaise, $\frac{1}{2}$ pint aspic, a few French gherkins, frying fat, or clarified butter.

Trim and wipe the fish, brush over with milk, and dip in flour. Have ready some hot fat or clarified butter, and fry a golden color; when cold place the soles on a wire grid for a few seconds, take off the crust and remove the filets; cut them into neat pieces about an inch long. Line a border mould with aspic jelly, decorate the bottom with neatly cut slices of gherkins, mix the mayonnaise sauce with sufficient aspic jelly to make it set; put a layer of this sauce in mould, range in neatly the pieces of filets, coating each piece in the liquid mayonnaise before setting. Fill up the mould with the latter, so as to well cover the fish, set on the ice to cool; when set, immerse in tepid water, turn out on a dish, and garnish the center with dressed salad.

CRESSANES DE HOMARD A L'AMERICAINE.

One lobster, 3 whittings, 1 gill cream, $\frac{1}{2}$ gill well reduced tomato purée, a little fish essence or meat glaze, 2 eggs, panurette or bread-crumbs, seasoning, macaroni, a nouille paste sole, frying fat, fried parsley.

Slit and crack the lobster, take out all the meat, and chop it not too finely. Mix it with half the sauce, heat it up thoroughly, season to taste with salt and pepper, and put it on a plate to cool. Pound the whiting, previously freed from skin and bones; when smooth enough add the cream and seasoning, mix well, and rub through a fine sieve. This is the fish farce. Have ready 7-8 pear-shaped cressane moulds, well buttered, mask the inside with a good layer of fish farce. Shape the lobster mixture into balls the size of large walnuts, place one in each mould with about a teaspoonful of tomato purée, flavored up with essence or liquid meat glaze. Close up the moulds and steam them for about 30-35 minutes; when done and half cold unmould the shapes on to a cloth. Brush them over with beaten egg and roll in panurette or bread-crumbs, then fry in hot fat to a golden color and drain. Insert a small piece of macaroni in the end of each to form the stalk. Dish up in pyramidal form on a nouille paste ring or sole. Garnish with fried parsley and serve.

ZEPHIRE DE FOIE GRAS A LA SUPREME.

Make sufficient chicken forcemeat to line eight zéphire moulds (flat oval-shaped fluted moulds), butter the moulds well, ornament the bottom of each with truffles, put them on the ice to set firm, line bottoms and sides with forcemeat, in which a quantity of foie gras purée has been incorporated. Place a nice piece of foie gras naturel in the center, season with a little aromatic seasoning, spread over with forcemeat until full, place them in a sauté-pan half filled with water. Bring the water to the boil, then cover with buttered paper and poach in the oven from 15 to 20 minutes. Dress them in the form of a star on a round entrée dish, sauce over with suprême sauce, sprinkle with a few drops of dissolved meat glaze, and serve.

SUPREME SAUCE.

Melt two ounces of butter in a stew-pan; stir in an ounce of flour and allow it to fry a little without browning. Add gradually a pint of chicken stock, stir until it boils, and allow to simmer for 15 minutes. Add one gill of cream, a teaspoonful of lemon juice, a pinch of salt, and a pinch of grated nutmeg, and cook gently. Pass through a tammy cloth, return to a clean stew-pan, and whisk in half an ounce of fresh butter.

TIMBALES DE RIS D'AGNEAU A LA PRINCESSE.

(Lamb's Bread and Green Peas.)

One pint green peas, $\frac{1}{2}$ gill cream, 2 pairs lamb's bread, 3 egg yolks, $\frac{1}{2}$ pint velouté sauce, 2 slices of tongue, 1 truffle, aspic, 6 mushrooms (preserved), seasoning, 1 oz. butter, a mirepoix for braising purposes, 2 slices of cooked ox-tongue 2 hard-boiled whites of eggs.

Wash the peas, and boil them with a sprig of green mint in salted water till tender; drain them and rub through a fine sieve. Heat up the pea purée with the butter, a little cream and a gill of velouté sauce; season with salt, pepper, and a grate of nutmeg, and add, when the mixture is thoroughly hot, the yolks of eggs. Butter 6 to 8 small plain timbale moulds, decorate the bottom with rounds of tongue and whites of egg, then line each with the purée, and fill the center with a salpicon of lamb's bread made as follows:

Blanch the lamb's breads, trim them, and braise them in the usual manner, cut up into small dice, and mix with six preserved mushrooms and truffle trimmings. Moisten with velouté sauce. Cover the moulds, thus filled, with a layer of purée, and poach them for 20 minutes. Unmould on to a hot dish, pour some green mousseline sauce round the base of the dish, and serve.

CHOUX A LA LORRAINE.

Stuffed Cabbage Rolls.

Blanch 2 small well washed and trimmed spring cabbages, divide each and select the best leaves, placing two or three together, and lay out flat. Have ready a mixture composed of sausage meat, chopped ham, savory herbs, chopped suet, bread-crumbs, and mix with beaten egg. Make this up into rolls and wrap up each with the cabbage leaves, tie with a small piece of string, and place in an earthenware stewing pot containing a mirepoix of bacon, carrot and onion. Moisten with rich stock and braise for 20 minutes. Remove the fat and add 3-4 tablespoonfuls of brown sauce. Continue to cook for another 20 minutes. Take up the cabbage rolls, untruss and dish up, reduce the sauce, and pour over or round the base of the dish.

TOMATES FARCIES A L'ASPIC.

Six even-sized, ripe, and firm tomatoes, about a pint aspic, 4 Gorgonzola anchovies filleted, 1 dessert-spoonful capers, 1 yolk of hard-boiled egg, mayonnaise sauce, parsley, 2 lettucees.

Wipe the tomatoes; carefully scoop out the center by means of a column cutter or a teaspoon. Chop the capers, yolk of egg, and anchovy fillets, mix with a gill of mayonnaise and a gill of aspic, stir over the ice until nearly set, then fill the cavities of the tomatoes, cover with a sprig of parsley, and put on the ice to set thoroughly. Coat each tomato several times with half-set aspic; or line some little moulds with aspic, and set the tomatoes in the same. Have ready the lettucees, washed and divided into small pieces, season with salt and pepper, dress with mayonnaise, and put in the center of a dish. Arrange the prepared tomatoes round the salad; garnish with sprigs of parsley and blocks of aspic jelly. Some lobster or other kind of cooked fish may, if preferred, be used for the stuffing in place of the anchovies.

MAYONNAISE SAUCE.

Two yolks of eggs, 1 teaspoonful of French mustard, $\frac{1}{2}$ teaspoonful of salt, a pinch of pepper, 1 tablespoonful of tarragon vinegar, about 3 parts of a pint of best salad oil, 1 table-spoonful of cream.

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Put the yolks into a basin, add the mustard (raw, not mixed), salt and pepper, stir quickly with a wooden spoon, adding drop by drop first, and gradually more, the salad oil, and at intervals a few drops of vinegar is added when the sauce appears too thick. By stirring well, the mixture should become of the consistency of very thick cream. At last add the raw cream, stirring all the while. A little cold water may be added if found too thick. In hot weather the basin in which the mayonnaise is made should be placed in a vessel of crushed ice.

SALAD NORGE.

Shred as finely as possible one small peeled cucumber, a head of white celery (washed and trimmed), peel, and cut into fine strips a handful of walnuts. Keep the celery in iced water, flavored with lemon juice, till wanted. About ten minutes before serving the salad blend the above ingredients in a salad bowl previously rubbed over with a cut garlic. Season with salt, pepper, and paprika, and add enough mayonnaise cream (mayonnaise mixed with whipped cream) to dress the salad. Pile up high in the salad bowl, wipe the sides of the bowl, and arrange a border of finely shredded truffles round the base of the salad, then serve.

SOUFFLE DE CHOCOLAT A LA KOHLER.

Three eggs, 3 oz. castor sugar, 2 oz. butter, 2 oz. Kohler's chocolate, 1 gill milk, $\frac{1}{2}$ vanilla pod, 3 oz. brown bread-crumbs, 2 oz. cake crumbs, 1 oz. chopped almonds, $1\frac{1}{2}$ gills whipped cream, chocolate sauce.

Cream the sugar and butter together, then work in one by one the egg yolks. Melt the chocolate in the oven, and stir it into the above mixture when soft. Boil up the milk with the vanilla, and pour on to the bread and cake crumbs. Add also the chopped almonds, cover, and let stand for half an hour. Amalgamate both mixtures, taking out the vanilla last of all. Whisk the whites of egg stiffly and fold into the mixture lightly. Pour this into a buttered border mould, cover with buttered paper, and steam for $1\frac{1}{2}$ hours. Unmould on to a hot dish, pour a little chocolate sauce round and over the border. Fill the center of the latter with whipped and sweetened cream, and serve with a boat of hot chocolate sauce.

COMPOTE D'ORANGES.

Wipe the required number of oranges, and peel them, removing also as much as possible of the white skin from the fruit. Divide each into sections, and remove the pips by means of the point of a small knife or the prong of a fruit fork.

Next prepare a syrup by boiling up 1 lb. loaf sugar with $\frac{1}{2}$ pint of water, adding some of the peel of the oranges; remove the scum as it boils, and let reduce till of the desired consistency. Pour the boiling syrup over the sections of oranges, cover and let cool. The fruit is ready for serving when quite cold, and may be garnished with glacé cherries, angelica and strips of almonds or pistachio nuts.

AMERICAN DISHES.

By MARION H. NEIL, M.C.A., W. Philadelphia.

POTATO CHOWDER.

One and one-half pints parboiled potatoes, cut into dice, $\frac{1}{4}$ pint salt pork, cut into dice, 2 chopped onions, 2 tablespoonfuls butter, 2 tablespoonfuls flour, $1\frac{1}{2}$ pints milk, $\frac{1}{2}$ pint water, 1 tablespoonful chopped parsley, 1 teaspoonful salt, cayenne and celery salt.

Cook salt pork in frying pan 10 minutes; add onion, cook 10 minutes. Put a layer of potatoes in kettle, cover with onions and salt pork, and so continue until all potatoes and onions are used. Cover with water and simmer until potatoes are tender. Melt butter, add flour, milk and seasonings. Cook 5 minutes. Combine mixtures.

CORN CHOWDER.

One can corn, $\frac{1}{2}$ pint salt pork, cut into dice, $\frac{1}{4}$ pint parboiled potatoes, cut into dice, 3 chopped onions, salt and cayenne, $1\frac{1}{2}$ pints water, 1 pint milk, 1 tablespoonful butter, 1 tablespoonful flour, $\frac{1}{4}$ pint cracker crumbs.

Cook salt-pork in frying-pan 5 minutes; add onion and cook until yellow. Parboil potatoes five minutes; add to onion with corn and water; cook 30 minutes. Thicken milk with butter and flour cooked together. Combine mixtures; add cracker crumbs and seasonings, and serve.

JAMBALAYA OF CRABS.

While the ingredients of jambalaya change according to materials on hand, rice is always used. When made of crabs, have ready a saucepan of boiling salted water, and throw in the crabs which should be alive. Cook until the shells turn red. Take from the fire, and when cool pick the meat from the shells. Put a heaping tablespoonful of dripping into a saucepan over the fire, and when hot add a large onion, chopped fine; brown lightly, then stir in a tablespoonful of flour. As soon as that, too, is brown, add three sliced tomatoes; cook until tender, stirring carefully to keep the flour from lumping, then pour in a quart and a half of hot water or soup stock. Stir until smooth, add a cupful of well washed rice and boil until the rice is tender. Season with chopped parsley, bayleaf, clove, celery salt and pepper. Add the crabs, boil for 15 minutes longer and serve. Oysters may be used in season in place of the crabs, using oyster juice and hot water instead of the soup stock.

BAKED BEANS.

Two pints haricot beans, $\frac{1}{2}$ pound salt pork, 1 tablespoonful salt, 4 tablespoonfuls sugar, or 4 tablespoonfuls molasses, $\frac{1}{4}$ tablespoonful mustard.

Soak beans overnight, drain, cover with cold water, and simmer until tender when pierced with a darning needle. Drain, pour one half of beans into bean pot; add salt, sweetening and mustard. Place salt pork, which has been scored, on top of beans, cover with remaining beans, and cover whole with boiling water. Cover bean pot and bake in a slow oven for 9 hours. Uncover the last hour of cooking. Many people cook one small sliced onion with the beans. To score pork, cut the pork rind into small squares.

GUMBO SOUP.

Chop fine 2 onions and 1 clove of garlic, roll in flour, brown in hot butter then add 1 quart tomatoes. Cut the heads off 1 quart okra, split each piece four times and cut into dice, add this to the fryer, with $\frac{1}{2}$ pound of sliced ham, $\frac{1}{4}$ pound chopped bacon, season with salt, pepper, finely chopped parsley, and 1 head of celery, chopped; brown all together. Add this to 6 cupfuls of strained stock, and 1 chicken which has been cut up and fried. Let soup cook down until thick. Serve with plain boiled rice. 1 pint of cooked crab meat, cooked shrimps, or oysters, may be added with the chicken if liked.

CHILLI CON CARNI.

Beefsteak (tender), 1 tablespoonful hot dripping, 2 large red peppers (dry), 2 tablespoonfuls rice, $\frac{1}{2}$ pint boiling water, salt, 2 chopped onions, 1 clove of garlic, sprig of thyme, flour.

Cut steak into small pieces. Put into fryingpan with hot dripping, hot water, onions and rice. Cover closely, and cook steadily until tender. Seed the chillies and cover with boiling water. Cook until tender, and then scrape the pulp into the meat, etc. Add the garlic and thyme. Simmer for ten minutes, and serve very hot.

FRIED CHICKEN.

Clean and cut the chicken the same as for a fricassee. Dredge each piece thickly with salt, pepper and flour. Put one table-spoonful of oil or lard in a frying-pan; and when very hot put in the chicken, and fry slowly until it is done. If young (as it should be), will fry in $\frac{3}{4}$ of an hour. Watch it carefully that it may not burn. When done, arrange the pieces on a hot dish. Pour all the fat, but 1 tablespoonful, from the frying-pan; then add one tablespoonful of flour, mix and add gradually $\frac{1}{2}$ pint of milk or cream, stir till boiling, season with salt and pepper, and pour over the chicken.

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FILLET OF BEEF WITH MUSHROOM SAUCE.

Buy the short fillet under the rump, using 2 if necessary. Wipe, remove the fat, veins and tendons in the middle, and have it well larded with thin strips of pork. Then rub the fillet well with salt and pepper. Put 2 slices of fat pork in a baking-pan with 1 slice of onion and 1 bay-leaf. Place the meat in the pan and bake in a hot oven for thirty minutes. Baste often and serve with mushroom sauce poured round the meat.

To make the mushroom sauce, pour off all but 2 tablespoonfuls of drippings in the pan. Stir in 2 tablespoonfuls of flour, and when brown add 1 pint of boiling water. Cook until it thickens. Then strain into a saucepan, add $\frac{1}{2}$ pint of mushrooms, 1 tablespoonful of lemon juice, and more salt if needed. Heat thoroughly, but do not let it boil.

CROWN ROAST OF MUTTON.

A crown roast may be fashioned from a full loin, but is of more perfect shape when cut from both loins and fastened together at the sides. Cut the same number of ribs from both sides of a rack of mutton, selecting ribs on one side that correspond to those on the other. Cut the ribs apart at the backbone, but separate the chops no further. Trim the bone as for French chops, removing the trimmings to make the meat on the chops of uniform height. When the ends are joined a circle or crown of meat is formed. If necessary, trim the bones, to make all the same in length. Cover the ends of the bones securely with strips of salt pork. Rub with salt, or add the salt when partly cooked. Roast from forty-five to sixty minutes, basting often. If convenient, press a cup into the center of meat, to insure its shape. To serve, fill the center from which the cup has been taken with peas, blanched chestnuts, cooked tender in stock and glazed, saratoga or French fried potatoes. It may be served with a bunch of parsley in the center and steamed latticed potatoes round the base.

HAM COOKED IN CIDER.

Scrub and soak a good-sized sugar-cured ham. Put on in cold water, using a small kettle, and heat slowly to the boiling point. Drain and cover with cider, and cook slowly until almost tender enough. Lift from the kettle, loosen the skin, and with scissors cut it off about half way, trimming into long points. Stick whole cloves round the edges and cover the exposed fat with fine bread-crumbs mixed with brown sugar; bake in a moderate oven for $1\frac{1}{2}$ hours. For serving, garnish with stuffed olives, and enclose the small end bone in a paper frill.

DEVILLED CRABS.

Boil the crabs, cool quickly, open the shell and remove the meat. Blend 1 tablespoonful of butter with 1 tablespoonful of flour in a saucepan over the fire; add $\frac{1}{2}$ pint milk; stir till boiling; add 2 tablespoonfuls bread crumbs and 4 hard-boiled eggs, rubbed through a sieve. Add 1 pint crab meat, $\frac{1}{2}$ teaspoonful paprika, $\frac{1}{2}$ teaspoonful made mustard, dash of cayenne, 1 teaspoonful of salt, 1 teaspoonful onion juice, 1 teaspoonful lemon juice, and 1 tablespoonful chopped parsley. Fill into crab shells, cover with beaten egg and bread crumbs, and fry in smoking hot fat.

CANDIED SWEET POTATOES.

Peel 4 large, sweet potatoes, selecting yellow ones, slice lengthwise. Steam with a little butter, water, salt and pepper. When tender drain off water, and pour over potatoes $\frac{1}{2}$ pint of molasses. Put in baking-pan in hot oven until molasses candies over the potatoes. Serve in same dish it was baked in.

"People who get fussy about their digestion and assume a personal charge of their nerves have 'nerves,' and are apt to have no digestion. Your mental attitude controls your body. Happiness is health."—*Boston Cooking School Magazine*.

FUTURE COOK A BENEFACTOR.

Mrs. W. Harper Cooley, in an address recently given by her, stated that "the morals of an individual or nation depended upon its sustenance, and the future cook

will not be a menial but a public benefactor. The Associated Clubs of Domestic Science stand for justice to the consumer, right living—hygienic fuel for the human engine, and co-operation."

CONCERNING YEAST.

When yeast came into use, about the year 1634, it brought with it the inauguration of a new era in bread making. Like all novelties, it excited considerable opposition at first, and in Paris the medical faculty declared its use prejudicial to health. Indeed, at the end of the seventeenth century one finds its use prohibited under a severe penalty.

COCKS' COMBS.

Cocks' Combs are usually thrown away in this country, whilst in France they are made into a delicious dish. To prepare these, blanch and skin them, soak them in salted water until white, and then boil or fry them in butter. Cocks' combs also make a good garniture for entrées.

ELECTRICITY AS A WATER PURIFIER.

It is claimed that electricity as a water purifier will soon be in successful use. A strong electric current is passed through a reservoir of salt water, producing a fluid, ten drops of which will purify a gallon of common water.

SUPPER TIME.

The last meal of the day is termed supper. This is a word of wide and varied meaning. During the Middle Ages the last meal of the day was served as early as 5 p. m., when it was customary to offer soup, and in this custom the name of supper is supposed to have originated.

POTAGE A LA BALZAC (*Touraine*).

Turkey giblets, 3 spoonfuls of flour, $\frac{1}{2}$ bottle of Vouvray, 2 quarts of water.

Wash and clean the turkey giblets; fry them brown in their own fat, stir in the flour, season, cook a little longer, then add the wine and water. Simmer gently till well cooked. Cut the giblets into dainty pieces. Just before serving add the turkey's liver, after being cut into fine slices and sautéed in fresh butter.

POTAGE A LA BOURDALOUE (*Berry*).

A chicken, panade, double cream, tarragon.

Take two fillets of a chicken, make them and the panade into a quenelle mixture, moisten it with double cream, and form the quenelles into round shapes. Make a good stock of the remainder of the chicken, and poach the quenelles in it. Remove all fat from the stock and serve it with the quenelles. Before serving add one or two leaves of fresh tarragon.

POTAGE A LA CARNOT (*Bourgogne*).

One carrot, 1 turnip, 1 onion, 1 leek, $\frac{1}{2}$ bottle Beaune, 4 quarts of veal stock, 2 spoonfuls of semolina.

Cut the carrot, onion, turnip and the white of a leek into dice. Toss them in butter, and then soak them in the wine. Cook the whole till reduced to a glaze. Finish cooking with the veal stock for two hours. Add two spoonfuls of semolina twenty minutes before serving.

POTAGE A LA JACQUART (*Lyonnais*).

Twelve slices of white bread, 6 large onions, 5 pints water, 2 quarts beef stock (consommé), a little cheese, butter, salad oil.

Arrange the bread in a deep dish which has been previously well buttered. Chop the onions up finely, fry them in equal parts of butter and oil. Pour over them the water and stock, and cook for an hour. Sprinkle some cheese over the slices of bread and then pour over the broth. Put the soup for a few minutes in the oven before serving.

POTAGE A LA PALISSE (*Bourbonnais*).

Two quarts fresh pork stock, 1 egg, 4 tablespoonfuls flour, a small piece of butter, a very little grated nutmeg.

Prepare a good stock from fresh lean pork, cooking it for three hours. Make a paste with the egg, flour, and a piece of butter the size of a pigeon's egg. Form

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the paste into various kinds of fancy shapes, squares, half-moons, moons, lozenges, etc. Leave them to dry for about half an hour. Remove all fat from the stock, add the nutmeg, and throw the fancy shapes into it when boiling.

BOILED MILK FOR COFFEE.

Bring the milk slowly to the boil in a well lined steel, copper or enameled pan, to prevent a skim forming on top, which is frequently the case with rich milk, and is objected to by many; stir the milk with a clean wooden spoon from time to time. The milk will then be all the nicer.

When cream is used for breakfast coffee it has been found to be much better if heated; both hot milk or hot cream develop a particularly fine aroma when blended with coffee, and give that body, flavor and color which is much appreciated by consumers.

It is claimed that the phrase "sirloin of beef" was coined by Charles II. of England. One day while enjoying a loin of beef he was so well pleased with it that he decided it deserved knighthood. So he called it "Sir Loin."

THE COLLEGE OF COOKERY.

(From *Food and Cookery*.)

IF IN EUROPE, WHY NOT IN AMERICA ALSO?

The Universal Cooking and Food Association, at its general meeting, held on Feb. 25th last, dwelt upon the great need for the establishment of a Professional School of Cookery, to be conducted under its auspices, with the co-operation of expert chefs in cookery and confectionery, which the Association has among its members. With this end in view, premises near Victoria Station have been secured and suitably equipped, as a temporary experiment. The formal opening took place on May 11th last, when the President, Sir Charles Frederick, the chief officers, and most of the other committee members attended.

OBJECTS OF THE COLLEGE.

The College, which is situated in Vauxhall, Bridge Road, facing the Victoria Station tramway terminus, has been chiefly established for the following objects:—

(a) To apprentice youths who desire to take up cookery as a profession, and to train them by scientific methods in all branches pertaining to the art of cookery, including pastry and confectionery. This training course is to be acquired during a period of three years.

(b) To afford systematic training for cooks, preparatory for examinations, by means of practical demonstrations and lectures, to enable those already employed to improve themselves in the art.

(c) To provide a system, which has long been wanted in this country, by which cooks seeking positions as *chefs* can be practically tested and examined, and can obtain certificates of qualification and efficiency.

There is at present no recognized system of apprenticeship in vogue in this country, which accounts for the fact that but very few properly trained English cooks are to be found.

All the leading hotels, restaurants and clubs have been approached with a view of ascertaining if they would be willing to take in cooks' apprentices, and in most instances the replies received were in a negative form, hence the reason why the opportunities to learn the cook's profession are so few. The profession of cookery, which should supply a wide field of employment to both sexes, is at present only attained in haphazard ways, often with incomplete training and little knowledge of scientific principles.

It is therefore obvious that a college established on the lines above mentioned will supply a real want, there being no establishment in existence with the requisite authority or standing to carry on the above objects.

The art of cookery, which is all-important, alike to health, comfort and luxury, is notoriously ill-supplied with properly qualified exponents. On the Continent, notably in Germany, Austria, Switzerland and Belgium,

professional hotel and restaurant schools and colleges exist where cookery is taught, and as the training afforded has met with every encouragement there is no reason why such an institution should not be equally successful in this country.

HOW THE COLLEGE IS EQUIPPED.

The house acquired for the purpose of providing professional training in every branch of cookery and confectionery to suitable pupils consists of five stories; the basement floor is fitted up as a service kitchen, with larder and scullery similar to that required for a moderate-sized hotel.

The ground floor contains office accommodation, a club room and waiting room, with a small library of standard works on culinary literature.

The first floor is fitted up as a practice kitchen, with accommodation for demonstration lessons.

The second floor, devoted to confectionery, is equipped with all the necessary apparatus and utensils for preparing pastry and confectionery.

On the top floor store-room accommodation is provided.

AN APPEAL.

For the present a modest beginning has been made, but it is hoped as funds come in the scope of the work will be extended, and that at no very distant date permanent quarters on a more extensive scale may be secured, where accommodation for both the College and the Association's offices may be found. But for this subscriptions and donations are needed, both towards the building fund and for the provision of free Cookery Scholarships. The work will not only be beneficial by opening useful opportunities for the employment of British youths, but it is sure to prove a boon to the catering trade in general.

The work so long carried on by the Universal Cookery and Food Association is a guarantee that the College of Cookery will be efficiently organized, and serve a practical purpose on the broadest lines, and with studied economy.

SYLLABUS OF WORK.

TUESDAY, MAY 11TH.

Service Kitchen.—First, Stock, White Stock, Estouffade, Second, Stock, Roux, Velouté, Espagnol, Jus Lié, Béchamel, Tomato Sauce, Aspic, Consommé.

Demonstration Kitchen (3 p. m.).—Poulet Hongroise, Beef-tea, Arrowroot Pudding.

Confectionery Room (Second floor), 4 p. m.—Sugar Work, Piping, Small Gateaux.

WEDNESDAY, MAY 12TH.

Service Kitchen.—Consommé Jacquelin, Saumon Bottilli, Sauce Hollandaise, Demi-glace, Larding.

Demonstration Kitchen.—Filets de Sole Mornay, Noisettes de Pré-Salé, Salade Niçoise, Beef Miroton, Chicken Salad.

Confectionery Room.—Flower Piping, Sugar Work.

THURSDAY, MAY 13TH.

Service Kitchen.—Médallion de Volaille, Duchesse, Canapés Mont d'or.

Demonstration Kitchen.—Fish Rissoles, Tomato Sauce, Veal Cutlets Jardinière.

Confectionery Room.—Sugar Work, Marzipan Flower Modelling.

FRIDAY, MAY 14TH.

Service Kitchen.—Filets de Boeuf à l'Italienne, Soufflé au Fromage.

Demonstration Kitchen.—Saumon au Beurre Montpelier, Poires Pralinées, Filets de Sole Rhulancé, Minced Beef, Poached Eggs, Mashed Potatoes.

Confectionery Room.—Sugar Work, Petits Fours and Cakes.

PRIVATE VIEW.

A great many members of the Association and their friends availed themselves of the invitations issued by the Council and Committee to visit the temporary premises in which the Cookery College has for the present been accommodated. The private view was held for four days, from May 11th to 14th. Besides

demonstrations in high class cookery given each afternoon by Messrs. Kriens, Messrs. Sehür, Fuchs, and others gave demonstrations in sugar work, piping and modelling.

The Committee desire to place on record their very best thanks to Messrs. Smith and Wellstood for their gift of a French model cooking range; to Messrs. Davis & Co., for four gas cooking stoves; to Messrs. R. and A. Main for one gas cooking stove. The Gas Light and Coke Company very kindly provided the whole of the service pipes and fittings free of charge.

MR. THIEM'S COOKERY DEMONSTRATION.

Mr. A. M. Thiem, the popular chairman of the Scottish Branch of the Universal Cookery and Food Association, gave a very interesting demonstration at the Edinburgh School of Cookery, on Saturday, May 1st.

There was a large and enthusiastic audience of some 100 persons interested in cookery. Among those present were Miss Melvin, Miss de la Cour, Miss Lindsay, and other officials, teachers and students of the Edinburgh School of Cookery, the authorities of which kindly placed their large lecture room at the Association's disposal for the occasion.

Mr. Tilley, Chairman of the North of England Branch of the Association, Mr. Herman Senn, the Managing Director, Mr. and Mrs. Vaughan, of the Carlton Hotel, Edinburgh, and most of the leading members of the Association residing in Edinburgh and Glasgow were present.

The dishes prepared under Mr. Thiem's direction were mostly of the invalid cookery type—notably the invalid purées, for which the Demonstrator has earned quite a reputation.

Scotch Haggis and Pancakes were also introduced in the lesson given by Mr. Thiem, and in a handbill the following interesting facts concerning Haggis were recorded:—

The Scotch Haggis is supposed to have been introduced into Scotland by the French during the reign of James V., and has grown in favor with rich and poor ever since, until, at the present day, it is as greatly appreciated in castle as in cottage. Her late Majesty Queen Victoria, in the Royal Volume, writes, "That she really likes Haggis very much."

"Fair fa' your honest, sonsie face,
Great Chieftain o' the puddin' race!
Aboon them a' ye tak' your place,

Painch, tripe, or thairm;

Weel are ye wordy o' a grace

As lang's my airm."—Burns.

The Demonstration was a great success, and it was very gratifying to see the deep interest taken by all present in the work so well executed by Mr. Thiem in this special branch of cookery. At the conclusion of the Demonstration, Mr. Herman Senn moved that a hearty vote of thanks be accorded to Mr. Thiem for his valuable services; this was seconded by Miss Melvin, and carried with acclamation. A vote of thanks was also passed to the Directors of the Edinburgh School of Cookery for the kind help they had given in connection with this Demonstration.

Mr. Borawicke prepared a beautifully executed tree made of marzipan and chocolate for the occasion, which was greatly admired. Delicate chocolate bonbons were also exhibited by this member; these were subsequently distributed to the audience. Mr. Thiem also presented a copy of that very popular book, "Cookery for Invalids and the Convalescent," to each of the audience present at the Demonstration.

Here are the ingredients which Mr. Thiem used in the preparation of the dishes, all of which turned out most successfully:—

BEER SOUP.

(An excellent remedy for a cold.)

One pint of ale, $\frac{1}{2}$ pint milk, 2 yolks of eggs, 2 ounces sugar to taste, 1 stick cinnamon, little salt.

HOTCH-POTCH.

Three quarts of water, 4 lb. neck of lamb or mutton, $\frac{1}{2}$ pint new carrots, $\frac{1}{2}$ pint new turnips, $\frac{1}{4}$ pint leeks

or onions, $\frac{1}{2}$ pint cauliflower, $\frac{1}{2}$ pint peas, 2 lettuces, salt, pepper, chopped parsley.

SCOTCH HAGGIS.

Quarter pound liver, 2 lbs. sheep's plugs, $1\frac{1}{4}$ lbs. oatmeal, 1 small grated onion, $1\frac{1}{4}$ lbs. mutton suet, $\frac{1}{4}$ pint liquid, pepper, salt, a pinch of marjoram, bags. Boil $1\frac{1}{2}$ to 2 hours, according to size.

PURÉE OF CHICKEN.

(Poultry of any kind, Game, Butcher's Meat, or Fish, in a raw state.)

One-half pound purée of meat, 1 cup of cream, 3 yolks of eggs, pinch of corn-flour, $\frac{1}{2}$ pint stock. Stir in a bain-marie until it reaches deg. heat.

SOUFFLÉS OF MEAT, FISH, OR POULTRY.

One-half pound purée of meat, 2 oz. of panada, 3 yolks of eggs, 1 cup of cream, the whites of eggs beaten up, salt, and pepper. Steam for 15 minutes.

PANCAKES.

One-half pound flour, 4 yolks and 4 whole eggs, 1 pint milk, eup cream, little sugar and salt, ground cinnamon, and sifted sugar.

Cooling Drings—(Black Letter)

CIDER CUP (No. 1.)

Embed a large jug in ice, and pour into it a quart of cider, a glass of brandy, a pint of lemonade, six lumps of sugar, and a sprig of borage and balm. Let it stand for half an hour, then add a bottle of iced soda water.

CIDER CUP (No. 2.)

Put a quart of iced cider into a large jug, add a sprig of mint, 6 lumps of sugar previously rubbed on to the rind of a lemon and then pounded, a wineglassful of sherry and one of curaçao, and lastly two bottles of iced soda water.

CLARET CUP (No. 1.)

Put a bowl in a tub of ice, and pour into it the strained juice of 2 lemons, a gill of brandy, and two bottles of claret. Rub 2 oz. loaf sugar on to the rind of 2 lemons, pound it, and stir it into the liquid. Before serving, add a bottle of iced champagne and 2 bottles of iced soda water.

CLARET CUP (No. 2.)

Pour a bottle of claret into a bowl, stand it in ice, add a wineglassful each of sherry, noyeau, and maraschino, half a pint of lemonade, sugar to taste, 2 sprigs of borage or verberna, and let it all stand for an hour, then add a bottle of iced soda water and serve.

LOVING CUP.

Embed a large jug in ice, and pour into it half a bottle of Madeira, $1\frac{3}{4}$ pints of water, half a pint of brandy, add two thinly sliced lemons, a sprig of borage and mint, and 3 oz. loaf sugar. Let it stand for an hour, and before serving add a bottle of well iced champagne.

MARSALA CUP.

Rub 2 oz. loaf sugar on to the rind of two lemons, pound it and place in a jug, add the strained juice, 6 large ripe strawberries, a sprig of borage, a bottle of iced Marsala, and a bottle of iced Seltzer water.

COOL CUP.

Rub 2 oz. loaf sugar on to the rind of a lemon, pound it, place in a bowl, add a pint of claret, half a pint of water, a little powdered cinnamon and grated nutmeg, and a sprig of borage. Let it stand in ice for an hour before serving.

HOCK CUP.

Rub 2 oz. sugar on to the thinly pared rind of two lemons, pound it, and place it in a bowl with the strained juice, a liqueur-glassful each of curaçao and chartreuse, and a quart of iced hock. Stir well, add two bottles of iced soda water and serve.

LIQUEUR CUP.

Put a pint of claret into a jug, add a sliced lemon, a liqueur-glassful each of curaçao, kirsch, brandy and maraschino, 1 oz. castor sugar, and a pint of water, and let it stand in ice for one hour before serving.

MOSELLE CUP.

Put a bottle of iced Moselle into a bowl, add 2 liqueur-glassfuls of curacao, the thinly pared rind of half a lemon, 3 slices of pineapple, a bottle of iced seltzer water and sugar to taste, then serve.

PINEAPPLE CUP.

Peel a pineapple, and put the rind into a pan with 4 oz. sugar and half a pint of water, bring to the boil and skim. Slice the pineapple thinly, sift it with 2 oz. coated sugar, place it in a bowl, strain the pineapple syrup over it, and let it stand on ice for four or five or six hours, then add a quart of iced hock or moselle, and a bottle of iced soda water and serve.

SAUTERNE CUP.

Put a quart of iced sauterne into a bowl; rub 1 oz. loaf sugar on to the rind of a lemon, pound it, and add it to the sauterne with the strained juice, a wine-glassful of curacao and brandy, 3 slices of cucumber, 3 sprigs of mint and borage, and 2 bottles of iced soda water.

WINE CUP.

Put a bottle of iced claret into a jug, add a gill of brandy, a wineglassful of maraschino, a thinly sliced orange, the juice of a lemon, 1 oz. loaf sugar previously rubbed on the rind of the lemon and then pounded, 2 slices of cucumber, 4 sprigs of mint, then add a bottle of iced champagne and two of iced soda water and serve.

TRUITES AU VIN ROUGE (*Trout in Red Wine*).

Procure 6-8 small river trout, and cook, *i. e.*, poach them in "Court bouillon," consisting of half-bottle of claret, water, bouquet garni, carrot and onion (sliced). When done, dish up, reduce the fish liquor by one-third, strain, and thicken with butter liaison (2 oz. of butter mixed with 1 oz. flour). Cook for 10 minutes, season and strain over the fish. Glaze under salamander and serve.

GRILLED SALMON STEAK.

Two to 3 slices salmon, $\frac{1}{2}$ to $\frac{3}{4}$ in. thick, 1 oz. butter, seasoning, parsley, a few drops lemon juice.

Wipe the slices of salmon, season with salt and pepper, and dip in oil or oiled butter. Boil them for about 10 minutes on the gridiron over a clear fire. Place the cooked fish neatly on a hot dish; garnish with parsley; squeeze over a few drops of lemon juice, and serve.

OMELETTE AUX FINES HERBES.

Four eggs, 1 tablespoonful of cream or milk, salt and pepper, some butter, 1 small shallot, 1 teaspoonful chopped parsley.

Break the eggs into a basin; add the milk or cream, the chopped parsley, and enough pepper and salt to taste. Beat up well. Peel and chop finely the shallot, fry it in an omelet pan to a golden color in the butter, then stir in the beaten eggs, etc. Continue to stir over the fire until the mixture begins to set, then roll up into cushion shape; allow the omelet to get a nice golden color, and turn out quickly on to a hot dish and serve.

NOTE.—The shallot may be omitted if the flavor is not cared for.

ASPARAGUS EN CHAUDFROID.

One bundle of asparagus (about 60 heads), $\frac{1}{2}$ pint mousseline sauce, $\frac{3}{4}$ pint aspic jelly, salt and pepper.

Trim the ends of the asparagus, scrape or peel the stalks, and cut them into equal lengths, taking only the tender portion of the stalks. Tie them up in bundles, and boil in plenty of salted water in an untinned copper saucepan or copper bowl. When done take them out and drain them on a sieve. Mask a large dariole or timbale mould with aspic jelly. Untie the bundles of asparagus, and arrange a row of asparagus neatly round the mould. Mix the remainder of aspic with the sauce, season with a pinch of pepper, and let cool a little. Dip each asparagus stalk in this so as to coat it, and set in the mould until well filled. Pour the remainder of the sauce in the mould, and bury in the ice for about an hour or two. To

serve, unmould by dipping in warm water for a few seconds only. Place on a cold silver dish, and garnish with sprigs of fresh parsley. Some finely chopped set aspic may be placed round the base of the dish if liked.

GREEN PEA SALAD.

One pint cooked young peas, a firm head of lettuce, 2 to 3 oz. of cold fowl, free from skin and bones, salad dressing and seasoning.

Have the peas ready, and drain them on a sieve to cool. Wash and well drain the lettuce, pull the leaves apart, and break them in a salad bowl. Season with salt, pepper and salad dressing. Chop the fowl rather coarsely, put this over the top of the lettuce, then arrange the peas neatly on top and serve.

CURRANT BRANDY.

Infuse 4 lbs. of red or white currants, 6 cloves, 2 inches of bruised cinnamon, and 3 lbs. of crushed sugar candy in 3 quarts of good brandy for a month, then filter, and bottle.

CURRANT SHRUB.

Well bruise 8 lbs. of white currants, stew over them 8 oz. cane castor sugar and leave until next day, then strain the juice, measure it, and put it into a jar with a pint of good old Jamaica rum, and 6 oz. crushed sugar candy to every pint of juice. Let it stand for two days, then filter into bottles and cork and seal them securely.

MENUS.

ROYAL ACADAMEY BANQUET.

Œufs de Pluvier.

Tortue Royale.

Velouté à la d'Orléans.

Barnes de Saumon, Sauce Byron.

Blanchailles.

Poulet Sauté Prince de Galles.

Mousse de Jambon Bohémienne.

Selle d'Agneau à l'Anglaise.

Haricots Verts Nouveaux.

Pommes Nouvelles.

Ponche Romaine.

Caneton d'Aylesbury à la Broche.

Cœurs de Romaine en Salade.

Asperges d'Argenteuil Crème d'Isigny.

Glace Comtesse Marie.

Friendises.

Barquettes de Caviar.

Fraises à la Crème.

Dessert.

Café.

BURLINGTON HOUSE, LONDON,

APRIL 30TH, 1909.

CATERERS.

Messrs. Spiers & Pond, Ltd.

MENU OF BANQUET.

TO CELEBRATE THE OPENING OF THE CARLTON HOTEL,
PARIS.

Hors-d'Œuvre Riches.

Œufs Pochés Rossini.

Turbotin Soufflé à l'Americaine.

Nosiettes de Pré-Salé aux.

Petits Pois de Nice.

Poularde du Mans à la Broche.

Salade Carolina.

Asperges de Lauris sauce.

Mousseline.

Biscuit Glacé Carlton.

Friendises.

Corbeille de Fruits.

VINS.

Hochheimer.

Chateau-Margaux.

Moët et Chandon Bruit Impérial.

DEJEUNER DIPLOMATIQUE.

GIVEN TO THE ITALIAN AMBASSADOR, BERLIN,
APRIL 23RD, 1909.

Consummé d'Orléans.

Medaillons de Turbot Victoria.

Pointes de Beuf Bouquetière.

Chaudfroid de Faisan à la Moderne.
Poulardes Roties.
Salade.
Céleris en Branches à la Moëlle.
Bombes Alhambra.
Profiterolles au Parmesan.
Dessert.

Contributed by

Mr. R. Gollmer, M. C. A.
ST. GEORGE'S DAY DINNER.
GRAND HOTEL, EASTBOURNE, APRIL 23, 1909.
Hors-d'Œuvre Britannique.
Consommé Edouard VII.
Crème Alexandra.
Suprêmes de Soles à l'Impériale.
Pommes Nature.
Poularde Poché St. George.
Quartier d'Agneau à la Broche.
Petits Poils à l'Anglaise.
Pommes Rissolées.
Cailles d'Egypt à la Vigneron.
Salade Nationale.
Pouding Soufflé à la Dragon.
Parfait Glacés aux Deux Roses.
Chef, Mr. L. Jault, M.C.A.

A JUNE MENU.

Melon Glacé.
Consommé Daube.
Escalapes de Turbot à la Dauphine.
Timbales de Ris d'Agneau à la Princesse.
Filet de Boeuf piqué aux Primeurs.
Poularde Rôtie.
Pommes Savarin.
Salade d'Asperges.
Soufflé de Chocolat Kohler.
Tartalettes aux Fraises.
Dessert.

ST. GEORGE'S DAY DINNER.

GIVEN AT THE TOWN HALL, PENANG.
Hot Beef Tea.
Caviare on Toast.
Lobster Salad.
Roast Turkey and Ham.
Smoked Ox Tongue.
Australian Roast Lamb and Mint Sauce.
Australian Roast Beef and Horseradish.
Iced Asparagus.
Tomatoes.
Vegetable Salad.
Fruit Salad.
Mince Pies.
Iced Pears and Custard.
Strawberry and Vanilla Ice Cream.
Iced Coffee.

By O. J. Yeow,
23rd April, 1909.

MENU OF A THEATER SUPPER.

Bouillon d'Asperges.
Cassoulets de Homard.
Filets de Volaille, Chevalière.
Cotelettes d'Agneau, Mirecourt.
Salade Mikado.
Gâteau de Pêches, Réjane.

The above supper was demonstrated by Mr. Herman Senn, at the National Training School of Cookery, Buckingham Palace Road, S.W., on Wednesday, May 19th, 1909.

H.M. THE KING'S LUNCHEON AT EPSOM.

Crabs à l'Anglaise, Sauce Remoulade.
Filets de Saumon à l'Andalouse.

Chaufroix de Poulets à l'Indienne.
Chaufroix de Poulets à l'Ambassadrice.

Derby Beef.
Quartier d'Agneau, Sauce Menthe.
Boeuf à la Mode. Pressed Beef.

Langue à l'Ecarlate.
Galantine de Volaille.
Poulardes à la Gelée.
Jambon de Prague.
Pâté de Poulet.
Terrine de Cameton.

Œufs de Pluvier.
Asperges à la Vinaigrette. Salade de Romaine.

Gâteaux de Pain Bis aux Cerises.
Macédoine de Fruits au Champagne.
Fraises Rafrachies.

Tarte de Groseilles Vertes.
Pâtisseries Fondantes.
Dessert.

LADIES' BANQUET AT STRATFORD HOTEL CHICAGO, I. S. A. CONVENTION.

By Chicago Stewards' Club.
Sauterne.
Rocky Ford Cantaloupe.
Essence of Green Turtle au Madira.
Brook Trout à la Baronne.
Potatoes Parisienne.
Noisette of Sweetbreads en Caisse.
Forestiere.
Sherbert à la Menthe.
Supreme of Squab Chicken with Jelly.
Paradise Apple, Stuffed, Jeannette.
Peach Ice Cream. Assorted Cakes.
Cheese. Coffee.
Clysmic Sparkling Water.
Private Estate Coffee.

WEIGHTS AND MEASURES.

The subject of proper annual inspection and sealing of weights and measures, says the Cincinnati Enquirer, is one of great importance to every family and person who may purchase from those selling by weights and measures. It is important to them that honest weighing and measuring be done by those from whom they purchase. The temptation to rob a purchaser by means of short weight or short measure occasionally seizes upon some of those thus selling; upon many of them, in fact. Hence laws and ordinances on this subject, regulating inspection and sealing of the vessels and implements by officers duly appointed and bonded.

In former times, late into the last century, in fact, these officers in Cincinnati were stimulated to visit as many places of business and sale in a year as possible, because their compensation came from fees collected for the inspection and sealing. These places, under the fee system, were regarded as quite profitable for those times. Of late years Cincinnati has paid salaries to these men directly from the city treasury and has required them to cover the fees back into the city treasury. How far these men thus paid from the fees they collected may have been strict in their service to the people there is no knowing. With them there might have been temptation to favor, and in instances some of them might have yielded. But it is evident that the lure of the fee ever led them on to the inspection of as many scales and measuring vessels as possible for each year, for there was pay for them for each article inspected and stumped.

Council has now ordained, and the mayor has approved, that there shall be no payment of any fees whatsoever in this service from and after the first day of January, 1910. But the salaries of the inspectors shall go on, and they are expected under their bonds to the city as officials to make as many inspections as were made by their predecessors. This action opens up an avenue of remissness in the strictness of the work. The men who will be appointed for 1910 will have absolutely no work of record to perform that will bring them into contact with the treasury except to draw their salaries at stated intervals. Under the present ordinances these officers are required to make certain monthly reports to the mayor and to the auditor of Cincinnati. This is proper, but does not reach far enough. For the protection of purchasers and for their

use in investigation there should be an open record at the office of, say the auditor, where, in alphabetical order, may be found the records of the inspections and the sealings. The public should know where and how to get at the facts of inspection.

While the city government has quite paternally decided that those selling by weights and by measures shall not be required to pay anything whatever after January 1 of 1910 for inspection and sealing, the duty of the city to the purchaser remains, and the city should see to it that honesty in weighing and measuring shall be maintained, just as much as though the salaried officials had the incentive of pay by fees to keep up the work and attend to their duties the year round. The bond of \$1,000 each for the two officials may be found too small. A considerably larger bond may serve to remind them that all the scales and measures must be inspected annually. The interests of the purchaser by weights and measures should be thoroughly safeguarded. Other cities, notably New York, are having trouble in this line right now.

CRANBERRIES HAVE A RIVAL.

Good Jelly made from the Calyx of the Roselle, a Newcomer from the Tropics.

Introduced several years ago into California and Florida, the roselle deserves a wider cultivation than it now enjoys. It is so simple and its requirements so few that in the tropics and sub-tropics it should be an indispensable plant in the garden of every family.

The fact, in view of its peculiar adaptability for jelly making, should cause the roselle to become a plant of considerable importance in the United States at no distant date. The roselle is probably the only plant in cultivation in which the part used for food is the calyx.

Of rather low nutritive value, the thickened calyx possesses excellent qualities for the manufacture of jelly and allied products. Preparations made from it closely resemble in color and flavor those made from the cranberry. It is rather singular that its season of maturity also coincides with that of the cranberry.

A strictly tropical plant, the roselle is very sensitive to frosts, says Country Life in America. This, together with its peculiar habit of blooming late in October, regardless of the time when the seed is planted, has restricted its cultivation to tropical and sub-tropical regions.

The roselle is an annual, and consequently seed for planting must be saved every autumn.

As usually planted, that is, in February and March—the roselle attains a height of from five to seven feet. The large, yellow flowers, each with a red eye, fade before the day is past, and the subsequent enlargement of the calyces is then very rapid. In less than three weeks they attain their full size and are ready for picking.

The fruit is seen at present in local markets only, and is sold by the quart. Its excellent qualities for making a sauce so closely imitating in flavor the cranberry as to deceive the very elect are not well known by the public, or it would be a formidable rival in the South to that fruit, on which transportation charges are necessarily high owing to the great distances it must be transported. The crisp and juicy appearance of the roselle is diminished by being too long in the hands of the dealer, but this does not indicate deterioration of its useful qualities.

In preparing for cooking take the pod between the thumb and forefinger of the left hand, stem up; cut off the stem and the basal end of the calyx to where the seed pod is united with the calyx, when a slight pressure of the fingers holding the pod will force out the seed pod. After preparing this way the calyx may be used for making sauce, jam, transparent, bright red jelly and many other dishes. The young stems also make good jelly and for such use the plant can be grown almost anywhere in the North or South.

FEEDING THE AMERICAN ARMY.

By B. R. WINSLOW.

American Beverage and Food Journal.

Every great general who has maneuvered a large fighting force has discovered the truth of Napoleon's declaration that "an army travels on its stomach," says R. B. Winslow, in the Scientific American, and to more than one has come the bitter realization that the best army is the army that has the best stomach. There is nothing which so completely withers patriotism and smothers courage as the gnawing pain of indigestion; therefore, the feeding of an army has been given as much study as its equipment as a destroying force.

In the superiority of food, based on the cost of the ration, the American army stands far ahead of the other armies of the world; in fact, there is no comparison whatever between the American ration and that of any other country on the globe. The cost of the American army ration is nearly one hundred per cent greater than the British army ration, and none of the other countries with big military establishments feeds its soldiers anywhere nearly as expensively as the English government does.

The American army ration is divided into three kinds: Garrison ration, field ration and emergency ration. The garrison ration is that given soldiers at the regularly established military posts; field ration, that issued to troops in the field in active campaign. The emergency ration is a condensed ration in which the best and most valuable and nutritive elements are combined in the smallest bulk. In composition the garrison and field ration are almost identical. Each ration, which is supposed to keep the soldier one day, furnishing breakfast, dinner and supper, consists of 20 ounces of fresh beef or mutton, 12 ounces of bacon, 16 ounces of canned meat or canned fish, 14 ounces of dried fish or 18 ounces of pickled fish, 18 ounce sof flour or 20 ounces of cornmeal, either 2 2-5 ounces of beans or peas or 1 3-5 ounces of rice or hominy, and either 16 ounces of potatoes or 12 4-5 ounces of potatoes together with 1 3-5 ounces of either onions or tomatoes, 1 3-5 ounces of dried fruit, 1 3-5 ounces of coffee, and 3 1-5 ounces of sugar. The ration also includes very small quantities of vinegar, salt, pepper, soap and candles.

Nowhere except in the army can the food supply of 30,000 men be managed by 120 men. This can be done with the army on the march, changing stations every day. The unit of administration is the corps, supposed to consist of 30,000 men. The unit of actual accountability, however, is the brigade. Ordinarily an army corps will consist of three divisions, and each division will have three brigades. The chief commissary of the division issues his stores to each brigade in bulk. The brigade commissary in turn issues to each regimental commissary, also in bulk, and the regimental commissary issues to the companies. The rations are usually computed by the hundred, and are issued for ten days. A company of one hundred men would, therefore, be issued one thousand rations. In the field each soldier is supposed to carry one regular ration and one emergency ration all the time. The emergency ration is never eaten except in case of emergency, and the regular ration is issued every day.

The army ration, it will be seen, contains none of those things which are ordinarily considered luxuries. For instance, there is no milk included in the ration, and the soldier must take his coffee black unless he is able to purchase a can of condensed milk from the "sales store" with his "savings." Congress has authorized the commissary department to keep on hand other articles of food that are not included in the regular ration. These are kept in the "sales stores," and are issued to the mess stewards in return for "savings" from the regular rations. Out of a company of a hundred men, there are a number who do not eat all of the articles in the ration. These would be wasted if drawn by the mess steward; therefore, when the thousand rations are issued to him, he returns to the commissary that part of the various components

that he thinks will not be used. This, in the language of the army, is making a "saving" on the rations.

The value of the articles returned to the commissary is computed, and the mess steward is allowed to draw from the "sales store" a sufficient quantity of luxuries that are not in the regular issue, equal to the value of his "saving." The government, however, will not allow a "saving" to be made on certain articles in the ration. Fresh meat, dried or preserved fish, potatoes, onions, tomatoes, prunes, apples, and peaches must be used; a "saving" can not be made on these articles. They contain just the proper nutritive elements, and the quantities given are what the normal soldier should eat.

The company fund is another way in which the ration may be improved, especially at regular army posts. There are many sources of revenue for the company where there is plenty of ground at the post. Many of the companies have vegetable gardens, and keep pigs and cows. The pigs are fattened on the leavings from the kitchen, making their feed cost nothing. They are fattened and sold, the money going to the company fund, or they are killed and the meat turned over to the mess. Where cows are kept, a good sum is derived from the sale of milk to the officers at the post. This money, which all goes into the company fund, is used to buy the luxuries not obtained in the regular issue—to "improve the issue," as it is termed.

In the field, in maneuvers or in actual warfare, it is difficult, and sometimes impossible, to keep the cooking outfit with the company. The rations are then issued to the men individually, and they are left to their own devices as to the methods of preparing them for meals. Each soldier has a mess kit, consisting of two tin plates that fasten together, a knife and fork, and a tin cup holding a quart. While this kit is welcomed as a means of preparing his food, the trooper finds it an additional burden, not only in the extra weight, but in the labor that must be expended in keeping the outfit clean for they must be kept bright.

At the post these hardships are removed. The soldiers' meals are cooked by the company cook, who draws the pay of a non-commissioned officer. Everything is in the hands of the mess steward, who is assisted in his work by a dining-room orderly, a private, and the kitchen police. The kitchen police is a detail of two or three privates for duty about the kitchen. The dining-room orderly has charge of the dining room and cares for the dishes after they have been cleaned; he keeps the pantry in order, and sets the table. All of the mess force, from the steward to the kitchen police, are excused from guard and ordinary duty.

SNAIL NOW PROTEGE OF STATE.

Paris Eats 8,000,000 a Year.

It appears that the damage done by the mollusc's ravages in the vineyards is less than the profit accruing from its sale as a comestible. Every year the citizens of Paris consume 8,000,000 and this represents a trade of \$140,000.

Burgundians are troubled about this source of income and fear it will be cut off by the extinction of the species. They are afraid that it will meet the fate of the second cousin of the terrapin and they demand a prohibition of the gathering and sale of the delicacy from April 15 to July 15 in order that the little animal may multiply.

The unhappy functionary in the ministry of agriculture has been charged with the finding of colorable ground in the existing law to comply with the wishes of the Burgundians. He is sadly puzzled.

"Alas!" he groans, "I shall never again be able to enjoy the succulent but troublesome mollusc. Look at Dossier, all swollen with opinions and recommendations.

Once Parasite; Now Protege.

"Apart from the table, we hold the snail an odious parasite, to be classed among the nuisances against which the law of 1888 directed. Behold now it has become a protege of the state and I am commanded to

search out ground on which I can classify it as fish or game. What kind of fish, fresh water or salt, or what kind of game, feathers, hair or hide, I am commanded to rule the noisome beast is acrosanet. I can not take upon myself such a responsibility. It is the law which is at fault."

PROTECTION FOR LEMON GROWERS.

When Senator Root offered his amendment reducing to 1 cent per pound the proposed duty of $1\frac{1}{2}$ cents per pound on imported lemons he probably did not know that the larger duty is absolutely necessary in order to enable the American growers of lemons to hold their own against competition from abroad. He did not know, for example, that present conditions in the business of lemon growing on the Pacific Coast are anything but favorable; that on the 6th of the present month 2,500 carloads were in storerooms awaiting the opportunity to ship at a reasonable profit; that in California, because of the unfavorable market conditions resulting from heavy imports, many large lemon orchards are now being budded over to oranges. Nor, we presume, did Senator Root take into account the certainty that, with lemon-growing abandoned in the United States, foreign growers could and would put up prices far beyond the proposed addition of half a cent a pound duty, whereas, if lemon growing in the United States flourishes and increases, the larger production and the certainty of a market will unfailingly bring about lower prices. Lemons are, to be sure, a necessity, but to make them cheaper there is no surer way than to promote their production in our own country by fair and adequate Protection.

ABOUT SOFT-SHELLED CRABS.

Many persons believe that the hard-shelled crab and the soft-shelled crab are two different species. This is not so. The shellfish thus distinguished, are merely two conditions of the same species.

Once a year the crab sheds its hard outer coat, much as does a snake, in order to give itself room for greater growth. When it gets ready to make the transformation it sidles in close to shore, where the water at low tide will just cover it, and where it is comparatively safe from its maritime enemies. Then, when it is half-buried in the sand, its shell splits open behind and it painfully crawls out. The new coat, as soft as skin, is already well started. But until it shall have become fairly hard the crab stays almost motionless in the shoals. While it is in this condition its pincers are useless, and it falls an easy prey to the most insignificant enemy which happens upon it.

There is no particular time of year chosen by the crab for the metamorphosis. All through the twelve months fisher lads and barefoot fishermen wading with their baskets along the shore at low tide gather the helpless crabs, which fetch a high price in the markets. In their soft state they are worth from four to five times their price when in their natural hard condition.

CHEAPER PINEAPPLES.

The ultimate consumer is benefited by Protection, and this is proven in the pineapple development. In 1897 the Florida crop only amounted to 106,000 crates, but to-day it is 725,000 crates. The crop from Hawaiian Territory was only 8,000 crates when those islands were annexed to us, but to-day it is 419,000 crates. This production makes such a keen home competition that in our markets the price of these pines is just about half the price of the Cuban fruit. The duty laid by the Dingley law of seven cents a cubic foot in crates and seven dollars a thousand in bulk fostered the industry, but is not now sufficient to equalize the cost of production between the United States and the West Indies. The freight cost here is just seventy-two cents a crate from the Florida plantation laid down in Eastern markets than from Cuba, and for the Western market, (via New Orleans) fifty-four cents more than the Cuban. Then in producing, it costs three times in Florida what it costs in the West Indies to raise pines,

and twice as much in Hawaii what it costs there. Yet the consumer is benefited because the domestic fruit, just now in market, is not only cheaper, but superior to the West Indian crop, which came earlier and is now exhausted.

With increased production, the consumer will be able to buy even cheaper than now, as the future of the home supply is unlimited.

THE DANGER IN RICE.

Rice is classed among the health foods, and we find it endorsed by the inventor of one of the strictest diets ever proposed for unhappy man. It gives a shock, therefore, when the London *Lancet* propounds the question, "Is beri-beri caused by rice?" and indicates in a long answer that it is.

Beri-beri is a most objectionable disease that afflicts the people of oriental countries and that is said to be identical with the sleeping sickness of the west coast of Africa. The more one reads about it the more one wishes that it may remain a perquisite of the Africans and the Orientals. But here is rice traveling everywhere to be eaten, and the case against uncured rice is very strong. The *Lancet*, in speaking of the observations of Dr. Henry Fraser and Dr. A. T. Stanton, says:

"These observers investigated the conditions under which two parties of coolies, carefully selected and examined, were working in the Virgin forest, living in new huts and kept under the most hygienic conditions practicable, one party feeding on cured and the other on uncured rice. In the course of some weeks beri-beri developed among the latter, but was quickly cured when they were put on a diet of cured rice. The party fed on cured rice remained in good health."

It is estimated that in the Malay peninsula and the East Indian archipelago nearly one-fifth of the population suffer with beri-beri, and always the disease is found to prevail most generally among the consumers of uncured rice. This, the *Lancet* says, is the ordinary white rice of commerce, which is decorticated in mills by a process which scours away, together with the husk, all the surface layer of the seed. It becomes more dangerous as it grows stale. The cured rice is soaked, steamed and dried, when the husk is easily separated by light milling. The age and the treatment account for the presence or absence of beri-beri and one of the experts believes that a poison developed in stale, incurred rice explains all the phenomena of the disease.

This is interesting, whether the uncured article gets into all the markets or not. It will surprise ultimate consumers who, while not agreeing with Sir Robert Hart that rice is the best food in the world, are clearly of the opinion that it is insipid enough to be harmless. Perhaps they will entertain a greater respect for it now and clamor for it along with veal and fried pork.

PINEAPPLE SPONGE.

Put over the fire to simmer the contents of a can of shredded pineapple with half a cup of water and a cup of sugar. When the fruit has simmered for about ten minutes add to it half an ounce, or a little more, of gelatine dissolved in a little hot water. Take off the fire and let cool rapidly. When it is cool beat into it the whipped whites of three eggs, pour into a mould, and let stand about one hour and a half, on ice, before serving.

RICE AND CURRANT PUDDING.

One-fourth pound rice, two ounces sugar, two ounces currants, one and one-half pints of milk.

Put the rice in a pan with plenty of cold water and bring to a boil, then pour away the water. Add the milk and simmer until soft—add currants and sugar. This pudding may be finished off by baking or steaming.

WHITE SOUP.

Two chickens cut up and two pounds of lean veal cut into pieces an inch square. Butter a soup kettle,

put in the meat and chicken, cover with a gallon of cold water, salt to taste and mace in blades for flavor. Boil until it is rich chicken soup, keeping it well skimmed. Boil four eggs very hard. Mash the yolks into a paste with enough of extract of almond (not bitter) to flavor soup very delicately. If necessary, add a little cold water. When the white meat (breast and wings) is thoroughly boiled, take it out of the soup, remove the bones and put it through the sausage cutter. To this chopped chicken add a pint of grated bread crumbs (only the white crumbs), on which a pint of warm milk has been poured. Add to this the paste of eggs and almond extract. Strain the soup from the kettle, and stir it into this mixture of meat, bread crumbs, etc., very gradually. Just before serving add a quart of rich cream heated. Let it have one boil up, not more, else it will curdle, and serve hot.

SALMON TROUT, BAKED.

Soak for two hours in slightly salted water, and dry with a cloth, taking care not to bruise the flesh. Rub inside and out with a seasoning of cayenne pepper, powdered mace, nutmeg, a little salt, and put in a deep baking dish, dotting the back with bits of butter. Bake, basting frequently with the liquor that will soon form. To test its condition, plunge a sharp, thin knife down the backbone. If the flesh separates easily from the bone it is sufficiently cooked. Serve with white sauce in which a few stewed cranberries are stirred.

FRIED SALMON.

Take a large can of salmon. Place in a dish and pick out all bones. Then roll about one dozen crackers until fine and mix with the salmon, put in pepper, salt, one egg, beaten up stiffly, and one tablespoonful of flour. Stir all up together. When all is well combined have the skillet over a hot fire with equal portions of lard and butter. Then make the mixture into cakes, roll in flour and fry on both sides to a delicate biscuit brown. Serve hot with parsley and slices of lemon.

CREAM SALMON.

Boil a piece of fresh salmon, or salted salmon freshened over night; plunge into boiling water; let it simmer for five minutes. Pour off the water and add a new, slightly salted water; cook until done. After dishing it, stir in the cream a tablespoonful of arrowroot, and pour over the salmon.

POTTED MACKEREL.

Cut off the heads, take out the roes, clean the fish thoroughly. Rub them inside with a little salt. Season them with pepper and salt; lay them in a pan; cover with equal quantities of vinegar and water. Tie over the pan strong white paper, doubled, and bake them in a slow oven for one hour. They will keep two weeks.

TOMATO CLAM BROTH.

Into a hot soda mug draw one ounce of tomato bouillon, and one ounce of clam juice or one and one-half ounces of clam juice and one-half an ounce of tomato catsup and add a dash of cream. Season to taste and fill with hot water. Into this place a small piece of butter and serve.

GINGERADE SYRUP.

Triturate two ounces of flour extract of magnesium carbonate in a mortar and slowly add one and one-half pints of water. Place in a covered jar and macerate for several days, and filter. Dissolve one and one-half pounds of sugar in the filtrate and use one ounce to the mug of hot water.

THE MAGNIFICENT BLACKSTONE HOTEL.

WORK GOING FORWARD RAPIDLY ON THE NEWEST OF CHICAGO HOSTELRIES.

The new Blackstone Hotel, which is being erected on Michigan avenue and Hubbard court, Chicago, will form an important addition to the city's hotel facilities, and from a structural point of view, will add much to the growing line of magnificent buildings along the lake front park and boulevard. The hotel will be a first class modern fire-proof structure in every detail, and will afford accommodations which are nowhere excelled. The location is ideal for such a building, quiet, though central, and possessing an unobstructed outlook over the broad boulevard to the park and Lake Michigan beyond.

The hotel faces 80 feet on Michigan boulevard and 173 feet on Hubbard court, and rises to a height of 22 stories, or more than 250 feet. It will contain about 450 rooms. The exterior of the building is gracefully proportioned and is finished in such a manner as to be especially pleasing. From the foundations up to a height of 6 feet it is finished in pink granite. From this level to the third floor the facing is white terra cotta with attractive ornamental work around the wide arched windows and entrance on the main floor, and around the mezzanine and second floor windows. Above the second floor the facing is a rich cherry red pressed brick with white terra cotta around the windows, in small balconies, and in the cornice. The roof will be a tall mansard of green tile with white terra cotta trimmings.



The Blackstone, Chicago.

The main entrance will be on Hubbard court. It will lead into a lobby 70 by 75 feet, which will be a roomy court with elevators facing the entrance, instead of the usual desk, check rooms and other service departments. These will be back of the elevators out of sight.

On the main floor, leading off the lobby, will be a cafe 30 feet square. A beautiful wide stairway will lead up the mezzanine floor, 6 feet above the lobby, where the main dining hall will be located. This room will be 48 feet by 76 feet with a 26-foot ceiling. There will be no interior columns in this room, with the result that the hall will have a spacious air.

On the second floor, above the main dining room, will be the banquet hall. This will be similarly proportioned to the dining room with high ceiling and will also be free from columns. A departure is made from the usual hotel practice in placing the kitchen on this floor. This arrangement is a great advantage in that there will be almost direct communication with the dining rooms and banquet hall. The kitchen will be equipped with every known device to make it ideal. A feature of it, will be the location of the ventilating

ducts inside the floor above, instead of on the ceiling. The John Van Range Company will equip the kitchen under a contract of nearly \$40,000.

The third floor will be almost entirely occupied by what is called the art hall. This hall will serve as a place of entertainment for the guests. There will be an art gallery 116 feet by 25 feet, private dining rooms, and other rooms for the general use of the guests. The paintings, tapestries and other decorations will make this hall one of the most beautiful of its kind.

The guest rooms of the hotel will be located entirely above the third floor, and will be about 425 in number. Most of the rooms will be 15 feet by 24 feet. Each room will have a bath, and each bath a shower. All the bath rooms will open to the outside. The rooms will have large closets and all of the most modern equipment to add to the guests' comfort. They will be separated from each other by double doors. The floors of the rooms, and corridors as well, will be of cement. The wood finishing, except the doors, will be of birch, enamelled white.

The decoration and furnishing of the rooms has been put into the most able hands to be found. The decorative contract has been awarded to the R. Hasseigen Company of Chicago, and Mr. W. J. Sinclair, the managing director of the company, a decorator of wide experience, will devote his exclusive time to the work. The wall papers will be specially imported exclusive patterns made by J. Zuber, of Alsace-Lorraine. These will be matched in the bedrooms by handsome cretonnes, and in the parlors by imported French damasks and velvets. The rugs in the public rooms will be English Saxony, while those in the bedrooms will be the well-known Smith Velvets of Philadelphia.

The hotel furnishings will be in special design in the Louis XVI style. Solid mahogany and circassian walnut are the woods to be used. The mirrors for dressers and chiffoniers will be of French plate glass. Bedsteads will be wood throughout the hotel. The hardware will be bronze. The contract for furniture has been let to the Nelson-Matter Furniture Company, of Grand Rapids, Mich., for nearly \$100,000.

The hotel laundry will be on the twenty-first floor. Dumb waiter service will reach every other floor, and pneumatic and tclautograph service will be used extensively.

The project for this hotel has been pushed through by the Drake Hotel Company, of which Mr. Tracy C. Drake is president; Mr. John B. Drake, vice-president, and Mr. Henry I. Morgan, secretary and treasurer. The directors include, in addition to the officers, Francis E. Drake, W. J. Bryson, Michael Cudahy, Benjamin H. Marshall, Frank D. Stout and Samuel W. Parker. The company selected Architects Marshall and Fox, of Chicago, to prepare the plans for the hotel. Ritter and Mott, engineers, of Chicago, were engaged on the design. In December, 1908, the general contract was let to the George A. Fuller Company and construction work started.

The foundations of the hotel were sunk 100 feet to bed rock in 34 caissons, which were concreted to form 34 solid columns on which to rest the structure. The sub-contractors for the caisson work were Wells Brothers, of Chicago, who completed their contract two weeks ahead of the time, thus giving the Fuller Company an early start on the steel-work. Shoring in connection with the foundation work was done by L. J. Riendeau & Sons, of Chicago.

The steel framework of the building is heavy, in order to provide absolute stability and rigidity against the high wind pressure here on the lake front. Some of the heavy cantilever girders entering into the foundation work run up to 41 tons weight. The structural steel was furnished by the Brown-Ketchum Iron Works, of Chicago, and erected by the George A. Fuller Company.

The granite for the base courses is a rich pink stone, furnished by the Balfour Pink Granite Company, of Salisbury, N. C. The facing brick is the cherry red, wire cut, bag wall brick of the Hydraulic-Press Brick Company, of Cleveland, from their South Park, Ohio,

kilns. Upwards of a million brick will be furnished for this purpose. The terra cotta trimmings are furnished by the Northwestern Terra Cotta Company, of Chicago. The facing work was in this company's standard cream tile. This company will also furnish the green roofing tile.

The fireproofing for walls and floors is the standard hollow tile construction. The large number of interior walls calls for a large amount of tile. This material is being supplied by the National Fireproofing Company, of Chicago. Common brick for the body of the walls back of the facing is being furnished by the Illinois Brick Company. This contract calls for 1 1-2 million common brick and 750,000 hollow brick. The Zander-Reum Company, of Chicago, has the contract for plastering. Wall openings are fitted by the Chicago Sash, Door and Blind Company.

The mullwork on the interior is to be done by the Robert Mitchell Company, of Cincinnati. Ornamental iron work is being furnished by the Chicago Ornamental Iron Company. This contract includes the ornamental iron in the elevator shafts, stairways, windows, and the large canopy over the main entrance.

The F. P. Smith Wire & Iron Company, of Chicago, is furnishing the miscellaneous iron work, including fire escapes, coal hoppers, gratings, etc. The Sykes Sheet Metal Company, of Chicago, has the contract for the sheet metal.

Plumbing is being done by John Degnan, of Chicago. The large number of baths and the thorough modern equipment makes this an extensive contract. The heating work is being done by L. H. Prentice, of Chicago. The Arthur Frantzen Company, Chicago, has the contract for the electric wiring.

The Otis Elevator Company will install the elevators, and the Cutler Mail Chute Company will install mail chutes through their Chicago agents, Kaufman and Company. Prismatic lights for the sidewalk and other interior lighting will be furnished by the Dauchy Iron Works, of Chicago.

Construction work on the building is well advanced, and it is expected that it will be ready for occupancy about January 1, 1910. The cost of the structure will be about \$3,000,000.

Part of the Official Staff and Heads of Departments are as follows:

Steward: Mr. Fred A. Muller, formerly with the old firm of Drake, Parker & Co., Proprietors of the old Grand Pacific Hotel, and for the past 14 years Steward of the Chicago Athletic Association.

Chef: Mr. Gustav A. Becker, for the past 17 years Chef of the Holland House, New York City.

Maitre d'Hotel: Mr. Valentine Von der Lin, for twelve years associated with Osear at the Waldorf Astoria and for the past two years Maitre d'Hotel of the Plaza, New York City.

Assistant Maitre d'Hotel: Mr. C. H. Heim, formerly of the Holland House, New York City and for the past two years Maitre d'Hotel of Hotel Seneca, Rochester, N. Y.

Wine Steward: Mr. Jacob Straub, for nearly 26 years manager of the celebrated Pendennis Club, Louisville, Ky.

Messrs. Tracy C. and John B. Drake will be the active managers of the hotel and their first assistant will be Mr. Paul Gores, formerly Room Clerk at the Old Grand Pacific Hotel, under Drake, Parker & Co., and for the past 14 years Head Clerk of the Auditorium Annex, Chicago.

House Keeper: Mrs. E. A. Medbury, who has had charge of the house-keeping department of the Palmer House for many years.

Chief Engineer: Mr. Frederick K. Boomhower, late Chief Engineer of the United States Custom House and Post Office of Chicago and for 10 years in the Government employment in Washington.

The contract for all of our \$50,000 worth of silverware has just been placed with The Gorham Company of New York City.

MISCELLANEOUS NOTES.

The cause of pure food is marching on from day to day.

The wise food reformer is never fanatical or intolerant.

One who gets in the habit of examining the labels is wise.

A short-weight man is an abomination in the sight of an honest community.

Cheerfulness, good humor and truthfulness are valuable trade auxiliaries.

One never knows how little really good food one can not only exist upon but actually thrive.

To unselfish and diligently seek the good of others is one of the highest of earthly aims.

One never knows how valuable the good will of patrons is until it threatens to take its flight.

Most men find it very easy to obey food laws. A few find it very difficult. It is these who cause the trouble.

Many advertisements of food products, like the foods themselves, must be taken with several grains of salt.

They say the people over in Europe are also beginning to wake up to the importance of the right sort of food and drink.

Many discussions of the existing food situation are not the result of well-digested information; quite the contrary.

The attitude of the leading newspapers of the country toward the question of pure food is one of the most encouraging signs of the times.

There are many valuable and enterprising trade journals in this country and the I. S. A., which finds many suggestions from their columns, hopes each is prospering as it deserves.

If the great Apostle was willing to be all things to all men for a good purpose, why may not a humble advocate of the best sort of food laws accept what he gets with thankfulness and a hopeful expectancy for the future?

Men may differ in their estimates of the desirability or the undesirability of certain debated products, but they need not quarrel and call names. Far better argue the matter out in loyal devotion to truth as each sees it.

It still remains true that what is one man's meat is another man's poison. That is one of the reasons there are so many conflicting opinions afloat concerning the desirability or otherwise of certain food products and other substances.

Every manufacturer, every jobber, every retailer, all who have to do with the manufacture or sale of food in this Commonwealth, should do their best to obey the laws and to compel others to observe them. That would help to bring in the best possible condition of affairs.

Those who are disposed to be pessimistically inclined toward the progress of the agitation favoring better and purer food for the people should devote a few reflective hours to the study of the change in conditions which has occurred during the past few years in this regard.

While the sale of many articles of artificial food products may be legal the law prohibits their sale under assumed names. That is where the hitch comes in. The theory of the law is that the consumer has a right to the precise article he inquires and pays for. Surely, there is nothing unreasonable about such a perfectly sane proposition.

In Memory of Our Departed

DIED SINCE 1. S. A. WAS BORN

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DETROIT, MICH.

Cyrus H. Clark,
GULFPORT, MISS.

John L. Joyner,
CHICAGO, ILL.

C. C. Sprague
ST. LOUIS, MO.

E. Underwood,
ST. LOUIS, MO.

Chas. Schurg,
NEW YORK CITY, N. Y.

J. D. Lawrence,
CANTON, OHIO

Wm. Hager,
NEW YORK CITY, N. Y.

J. J. Alexander
NEW YORK CITY, N. Y.

Gen. Bachr,
PITTSBURGH, PA.

Edm. Dunay,
CHICAGO, ILL.

J. Lafferty,
NEW YORK CITY, N. Y.

Jas. H. Breslin,
Honorary Member
NEW YORK CITY, N. Y.

A. R. Blakely,
Honorary Member
NEW ORLEANS, LA

J. Visber,
Honorary Member
CHICAGO, ILL.

John C. Kuapp,
Honorary Member
ST. LOUIS, MO.

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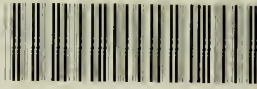
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